



**WOMEN'S HEALTH**  
**IN THE NORTH**

voice • choice • power

# Women's Health In the North Environmental Scan

May, 2021

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## About This Report

Working to eliminate gender inequities and improve outcomes in women's health, safety and wellbeing remain key priorities for Women's Health In the North (WHIN). This report has been prepared to support the planning process for the next WHIN strategic plan, beyond the current plan's expiration in 2021.

The report outlines the broad policy and legislative landscape within which WHIN operates, noting considerations from international, national, state, and regional contexts. Research, strategies, and frameworks that are relevant to WHIN's work and the women and gender-diverse people WHIN supports are also included. In addition, this report presents a snapshot of publicly available information that describes demographic data of the northern metropolitan region, and the economic and social determinants of health for women and gender-diverse people in our region.

## Introduction

Identifying external opportunities and threats to WHIN's work is vital to shaping goals and directions for the future. Since the development of WHIN's Strategic Plan 2016-2021, there have been significant changes in legislation and policy on multiple levels. Whether in an international or local context, each of these changes to laws, funding and policy have unique impacts on WHIN and the community we serve. Awareness of and understanding the external landscape forms a critical input to strategic planning, and positions WHIN to make meaningful change across the northern metropolitan region.

Legislation and policy must also be viewed within the bigger picture, considering the social, political, and environmental structures that govern society and reinforce inequality. We must question who is writing the legislation and policy; who is making decisions; who is in leadership; who holds the power. We must also question who the legislation and policy are serving; who is excluded; who is harmed. It is outside the scope of this paper to apply an intersectional analysis to each piece of legislation or policy included. However, consideration for the systems of power and oppression must be acknowledged.

It is also beyond the scope of this paper to compile a list of key events and developments from 2016 to 2021 in Australia and internationally. Nevertheless, the effects of globalisation, population growth, climate change, social and human rights movements, and the digital revolution also cannot be ignored. Consider the transformation of how we communicate. Social media has changed how we share information and mobilise to support a cause. The Bla(c)k Lives Matter and #MeToo movements have sparked conversations about the need to interrogate and dismantle the systems and structures that reinforce inequality and violence. Collective outrage about the toxic misogynistic culture and allegations of sexual abuse that plague Federal politics has rallied women and allies across the country. #SchoolStrikeForClimate has mobilised young people across the globe to fight for a sustainable future and hold governments accountable. The COVID-19 pandemic continues to impact our health and ways of life, and we have found ways to stay connected. While this paper does not include a history of recent events, they are equally important to provide context for WHIN's work and must be considered by the reader.

## Policy and Legislative Landscape

### International Context

**Table 1. Policy and legislative landscape: International**

	Summary
<b>UN Convention on the Elimination of all forms of Discrimination Against Women (CEDAW, 1983)</b>	<p><a href="#">Australia's Eighth Report on the implementation of the CEDAW August 2010 – July 2014</a> was submitted in 2016 to the UN. <a href="#">Concluding observations on the 8<sup>th</sup> periodic report of Australia</a> were released in 2018, with key areas of concern including:</p> <ul style="list-style-type: none"> <li>• That, in the absence of a charter of human rights, the Constitution of the State party does not contain a guarantee of equality between women and men or a general prohibition of discrimination against women</li> <li>• The absence of constitutional recognition of the rights of the First Nations, because of which Aboriginal and Torres Strait Islander women are deprived of their rights</li> <li>• The lack of harmonization of anti-discrimination legislation</li> <li>• Gaps in the effectiveness of the Sex Discrimination Act</li> <li>• The limitations on the role of the Parliamentary Joint Committee on Human Rights.</li> </ul> <p>The next submission date is July 2022.</p>
<b>Declaration on the Elimination of Violence Against Women 1993</b>	<p>The <a href="#">Declaration on the Elimination of Violence Against Women 1993</a> defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life."</p>
<b>The Beijing Declaration 1995</b>	<p>The <a href="#">Beijing Declaration and Platform for Action</a> was the outcome of the 1995 Fourth World Conference on Women in Beijing. World leaders committed to measures in twelve critical areas of concern, to be implemented in cooperation with the UN system, regional and international financial institutions, other relevant regional and international institutions, non-governmental organizations, and women and men at large.</p>
<b>Sustainable Development Goals</b>	<p>In 2015, the Sustainable Development Goals replaced the Millennium Development Goals. The fifth goal is gender equality, which was a carryover from the Millennium Development Goals. It includes a new agenda with specific targets and indicators towards ending violence against women. <a href="#">Australia's first Voluntary National Review on progress with the Sustainable Development Goals</a> was released in 2018.</p>
<b>Sendai Framework for Disaster Risk Reduction 2015-2030</b>	<p>The <a href="#">Sendai Framework for Disaster Risk Reduction 2015-2030</a> is a 15-year, voluntary, non-binding agreement which recognizes that the State has the primary role to reduce disaster risk but that responsibility should be shared with other stakeholders including local government, the private sector and other stakeholders.</p>
<b>UN Women</b>	<p>Established in 2010, <a href="#">UN Women</a> is the United Nations entity dedicated to gender equality and the empowerment of women. UN Women supports UN Member States as they set global standards for achieving gender equality and works with</p>

	<p>governments and civil society to design law, policies, programs and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities:</p> <ul style="list-style-type: none"> <li>• Women lead, participate in and benefit equally from governance systems.</li> <li>• Women have income security, decent work, and economic autonomy.</li> <li>• All women and girls live a life free from all forms of violence.</li> <li>• Women and girls contribute to and have greater influence in building sustainable peace and resilience and benefit equally from prevention of natural disasters and conflicts and humanitarian action.</li> </ul>
<b>Recent major UN resolutions</b>	<p><a href="#">Resolution 2467 (2019)</a> [S/RES/2467(2019)] – Positions conflict-related sexual violence as firmly rooted in the broader women, peace and security agenda; stresses justice and accountability efforts; calls for support and protection to women's civil society organizations; and calls for attention to the issues of children born of rape.</p> <p><a href="#">Resolution 2493 (2019)</a> [S/RES/2493(2019)] – Calls for full implementation of all previous resolutions on women, peace, and security; requests the UN to develop context-specific approaches for women's participation in all UN-supported peace processes; and urges Member States to ensure and provide timely support for the full, equal, and meaningful participation of women in all stages of peace processes, including in the mechanisms set up to implement and monitor peace agreements.</p>
<b>UNiTE to End Violence Against Women</b>	<p>Launched in 2008, the <a href="#">United Nations Secretary-General's UNiTE to End Violence against Women campaign</a> aims to raise public awareness and increase political will and resources for preventing and ending all forms of violence against women and girls in all parts of the world. This campaign is managed by UN Women. UNiTE Goals include:</p> <ul style="list-style-type: none"> <li>• Adoption and enforcement of national laws to address and punish all forms of violence against women and girls, in line with international human rights standards.</li> <li>• Adoption and implementation of multi-sectoral national action plans that emphasize prevention and that are adequately resourced.</li> <li>• Establishment of data collection and analysis systems on the prevalence of various forms of violence against women and girls.</li> <li>• Establishment of national and/or local campaigns and the engagement of a diverse range of civil society actors in preventing violence and in supporting women and girls who have been abused.</li> <li>• Systematic efforts to address sexual violence in conflict situations and to protect women and girls from rape as a tactic of war and full implementation of related laws and policies.</li> </ul>
<b>Global Ambassador for Women and Girls</b>	<p>On 8 March 2020 the Minister for Foreign Affairs and Minister for Women, Senator the Hon Marise Payne, announced a new <a href="#">Ambassador for Gender Equality, Ms Julie-Ann Guivarra</a>. The creation of the Ambassador position reflects the Australian Government's active commitment to promote gender equality and to give women a stronger voice, particularly in the Indo-Pacific region.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Gender Equality and Women's Empowerment Strategy 2016</a></li> </ul>

<b>Australian National Action Plan on Women, Peace and Security 2021-2031</b>	<p>The <a href="#">Australian National Action Plan on Women, Peace and Security 2021-2031</a> sets out Australia's long-term strategy to realise gender equality and human rights of women and girls in fragile and conflict-affected contexts. The National Action Plan identifies four key outcomes to guide Australia's international efforts in fragile and conflict-affected contexts. Selected for their contribution to peace, the outcomes are:</p> <ul style="list-style-type: none"> <li>• Support women and girls' meaningful participation and needs in conflict prevention and peace processes.</li> <li>• Reduce sexual and gender-based violence.</li> <li>• Support resilience, crisis response, and security, law and justice sector efforts to meet the needs and rights of women and girls.</li> <li>• Demonstrate leadership and accountability for the Women, Peace and Security agenda.</li> </ul>
<b>International Days</b>	<p>Relevant days of acknowledgement:</p> <ul style="list-style-type: none"> <li>• <a href="#">International Day of Zero Tolerance to Female Genital Mutilation</a>: 6 February</li> <li>• <a href="#">International Day of Women and Girls in Science</a>: 11 February</li> <li>• <a href="#">International Day of Zero Discrimination</a>: 1 March</li> <li>• <a href="#">International Women's Day</a>: 8 March</li> <li>• <a href="#">International Day for the Elimination of Sexual Violence in Conflict</a>: 19 June</li> <li>• <a href="#">International Widows Day</a>: 23 June</li> <li>• <a href="#">World Sexual Health Day</a>: 4 September</li> <li>• <a href="#">World Contraception Day</a>: 26 September</li> <li>• <a href="#">International Safe Abortion Day</a>: 28 September</li> <li>• <a href="#">International Day of the Girl Child</a>: 11 October</li> <li>• <a href="#">International Day for Rural Women</a>: 15 October</li> <li>• <a href="#">International Day for the Elimination of Violence Against Women</a>: 25 November <ul style="list-style-type: none"> <li>○ From 25 November to 10 December (Human Rights Day), it is the 16 Days of Activism against Gender-based Violence Campaign.</li> </ul> </li> </ul>
<b>Global Leadership</b>	<p>As of April 6<sup>th</sup>, 2021, there are <a href="#">25 current female heads of state or government</a> across the world. As of April 1<sup>st</sup>, 2021, <a href="#">only 26% of all national parliamentarians are women</a>, up from 11% in 1995.</p>

**Table 2. Policy and legislative landscape: National**

	Summary
<b>Federal government</b>	<p>Australia's current federal government is led by the Hon Scott Morrison MP, the leader of the Liberal Party of Australia. Morrison was sworn in as the 30<sup>th</sup> Prime Minister of Australia in 2018 following a leadership spill and was re-elected in the 2019 election. He is also the Minister for Public Service.</p> <p>Female cabinet ministers:</p> <ul style="list-style-type: none"> <li>• Michaelia Cash – Attorney-General, Minister for Industrial Relations, Deputy Leader of the Government in the Senate</li> <li>• Sussan Ley – Minister for the Environment</li> <li>• Marise Payne – Minister for Women, Minister for Foreign Affairs</li> <li>• Melissa Price – Minister for Defence Industry</li> <li>• Anne Ruston – Minister for Families and Social Services, Minister for Women's Safety, Manager of Government Business in the Senate</li> <li>• Linda Reynolds – Minister for the National Disability Insurance Scheme, Minister for Government Services</li> <li>• Karen Andrews – Minister for Home Affairs</li> <li>• Jane Hume (Outer Ministry) – Minister for Superannuation, Financial Services and the Digital Economy, Minister for Women's Economic Security.</li> </ul> <p>Other relevant cabinet members:</p> <ul style="list-style-type: none"> <li>• Ken Wyatt – Minister for Indigenous Affairs</li> <li>• Greg Hunt – Minister for Health and Aged Care</li> <li>• Alan Tudge – Minister for Education and Youth.</li> </ul> <p>Female opposition cabinet ministers:</p> <ul style="list-style-type: none"> <li>• Penny Wong – Leader of the Opposition in the Senate, Shadow Minister for Foreign Affairs</li> <li>• Kristina Keneally – Deputy Leader of the Opposition in the Senate, Shadow Minister for Home Affairs, Shadow Minister for Immigration and Citizenship, Shadow Minister for Government Accountability</li> <li>• Tanya Plibersek – Shadow Minister for Women, Shadow Minister for Education</li> <li>• Catherine King – Shadow Minister for Infrastructure, Transport and Regional Development</li> <li>• Michelle Rowland – Shadow Minister for Communications</li> <li>• Katy Gallagher – Shadow Minister for Finance, Shadow Minister for the Public Service, Manager of Opposition Business in the Senate</li> <li>• Linda Burney – Shadow Minister for Families and Social Services, Shadow Minister for Indigenous Australians</li> <li>• Julie Collins – Shadow Minister for Agriculture</li> <li>• Amanda Rishworth – Shadow Minister for Early Childhood Education, Shadow Minister for Youth</li> <li>• Terri Butler – Shadow Minister for the Environment and Water</li> <li>• Madeleine King – Shadow Minister for Trade, Shadow Minister for Resources</li> <li>• Claire O'Neil (Outer Ministry) – Shadow Minister for Senior Australians and Aged Care Services.</li> </ul>

	<p>Women in the Commonwealth Government comprise 51.3% of the Senate (Upper House) and 31.1% in the House of Representatives (Lower House), as of April 2021.</p> <p>Australian politics is awash with allegations of sexual abuse and criticism of its toxic misogynistic culture. Key headlines have included: former government employee Brittany Higgins' distressing rape allegation and the lack of support provided to her, the historical rape allegation against former Attorney-General Christian Porter, an employee recording himself masturbating over a female minister's desk, and Scott Morrison's poor response to allegations of sexual assault and misogyny.</p>
<b>Department of the Prime Minister and Cabinet: Office for Women</b>	<p>The <a href="#">Office for Women</a> works across government to deliver policies and programmes to advance gender equality and improve the lives of Australian women. Their priorities are:</p> <ul style="list-style-type: none"> <li>• Strengthening women's economic security and prosperity, including women's workforce participation</li> <li>• Improving women's leadership choices</li> <li>• Ensuring that women and their children are safe from violence</li> <li>• Supporting Australia's international work on gender equality and women's empowerment.</li> </ul> <p>The Minister for Women is the Hon Marise Payne.</p>
<b>2021-2022 Federal Budget</b>	<p>The 2021-2022 Federal Budget was handed down on May 11, 2021. For the first time in years, a Women's Budget Statement was printed as part of the budget papers. However, the statement remains a long way short of gender-responsive budgeting. The budget has been criticised as a Band-Aid solution for issues affecting women and girls in Australia, with the increased focus on women a probable knee-jerk reaction to mounting pressure on government to address gender inequality in the country.</p> <p>Budget documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Budget Paper No. 1: Budget Strategy and Outlook</a></li> <li>• <a href="#">Budget Paper No. 2: Budget Measures</a></li> <li>• <a href="#">Budget Paper No. 3: Federal Financial Relations</a></li> <li>• <a href="#">Budget Paper No. 4: Agency Resourcing</a></li> <li>• <a href="#">Women's Budget Statement</a></li> </ul> <p>Related stories:</p> <ul style="list-style-type: none"> <li>• Federal government invested <a href="#">\$150 million</a> to support Australians experiencing domestic, family and sexual violence amid the coronavirus pandemic.</li> <li>• <a href="#">National Foundation for Australian Women: Gender Lens on the Budget 2021-2022</a></li> </ul>
<b>Sex Discrimination Act 1984</b>	<p>The <a href="#">Sex Discrimination Act 1984</a> gives effect to Australia's international human rights obligations and promotes equality between women and men. The Act protects people from unfair treatment on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding. It also protects workers with family responsibilities and makes sexual harassment against the law.</p>
<b>Sex Discrimination Commissioner</b>	<p><a href="#">Kate Jenkins</a> became Australia's Sex Discrimination Commissioner in 2016.</p>



<b>Workplace Gender Equality Agency (WGEA) and Workplace Gender Equality Act 2012</b>	<p>The <a href="#">Workplace Gender Equality Act 2012</a> (Act) replaced the Equal Opportunity for Women in the Workplace Act 1999. The legislation aims to improve and promote equality for women and men in the workplace.</p> <p>The Workplace Gender Equality Agency was established to implement the Act. WGEA released its first comprehensive dataset in 2014 and commenced its <a href="#">WGEA Employer of Choice for Gender Equality citation</a>.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">2020 Gender Equality Scorecard</a></li> <li>• <a href="#">WGEA Gender Equality Strategy Guide</a></li> <li>• <a href="#">WGEA Gender Equality Diagnostic Tool</a></li> </ul>
<b>Gender Pay Gap</b>	<p>As of February 2021, Australia's full-time gender pay gap is 13.4% based on ABS data. Based on Data from the WGEA, the full-time total remuneration gender pay gap is 20.1% and the base salary gender pay gap is 15.0%. For more information <a href="#">follow this link</a>.</p>
<b>Closing the Gap</b>	<p>The objective of the <a href="#">National Agreement on Closing the Gap</a> is to enable Aboriginal and Torres Strait Islander people and governments to work together to overcome the inequality experienced by Aboriginal and Torres Strait Islander people, and achieve life outcomes equal to all Australians.</p> <p>Find the latest annual reports here:</p> <ul style="list-style-type: none"> <li>• <a href="#">Closing the Gap Report 2020</a></li> <li>• <a href="#">Closing the Gap Report 2019</a></li> <li>• <a href="#">Closing the Gap Report 2018</a></li> </ul>
<b>Wiyi Yani U Thangani (Women's Voices) "Securing Our Rights, Securing Our Future"</b>	<p>The <a href="#">Wiyi Yani U Thangani (Women's Voices): Securing our Rights, Securing our Future</a> report was prepared, and published in December 2020. The project was led by the Aboriginal and Torres Strait Islander Social Justice Commissioner June Oscar AO. The report is an extensive whole-of-life report that captures what Aboriginal and Torres Strait Islander women and girls consider to be their key strengths and concerns, what principles they think ought to be enshrined in the design of policies, programs and services, and what measure they recommend out to be taken to effectively promote the enjoyment of their human rights in the future.</p>
<b>Marriage Equality Act 2017</b>	<p>On 9 December 2017, the right to marry in Australia was no longer determined by sex or gender.</p> <p>Marriage is now defined in the <a href="#">Marriage Act 1961</a> as 'the union of 2 people to the exclusion of all others, voluntarily entered into for life'.</p>
<b>National Women's Health Strategy 2020-2030</b>	<p>The <a href="#">National Women's Health Strategy 2020-2030</a> outlines Australia's national approach to improving health outcomes for all women and girls in Australia. Building on the overarching <a href="#">National Women's Health Policy 2010</a>, the strategy takes account of the changes in the policy environment, considers the latest evidence and identifies the current gaps and emerging issues in women's health. It aims to inform targeted and coordinated action at the national and jurisdictional levels to address the priority health needs of women and girls in Australia.</p> <p>The five priority areas of the strategy are:</p> <ul style="list-style-type: none"> <li>• Maternal, sexual and reproductive health</li> <li>• Healthy ageing</li> <li>• Chronic conditions and preventive health</li> <li>• Mental health</li> </ul>

	<ul style="list-style-type: none"> <li>• Health impacts of violence against women and girls.</li> </ul>
<b>National Men's Health Strategy</b>	<p>The <a href="#">National Men's Health Strategy 2020-2030</a> outlines Australia's national approach to improving health outcomes for all men and boys, particularly those at greatest risk of poor health. Building on the <a href="#">National Male Health Policy 2010</a>, the strategy focuses on five priority health issues that affect men's health:</p> <ul style="list-style-type: none"> <li>• Sexual and reproductive health and conditions</li> <li>• Mental health</li> <li>• Chronic conditions</li> <li>• Injuries and risk taking</li> <li>• Healthy ageing.</li> </ul>
<b>National Plan to Reduce Violence against Women and their Children 2010-2022</b>	<p>The <a href="#">National Plan to Reduce Violence against Women and their Children 2010-2022</a> is the first to aim to reduce violence against women through coordinated action across Australian jurisdictions. It sets out a framework for action over 12 years in support of Australia's commitment to upholding the right of women and children to live free from violence. It outlines 6 national outcomes:</p> <ul style="list-style-type: none"> <li>• Communities are safe and free from violence</li> <li>• Relationships are respectful</li> <li>• Indigenous communities are strengthened</li> <li>• Services meet the needs of women and their children experiencing violence</li> <li>• Justice responses are effective</li> <li>• Perpetrators stop their violence and are held to account</li> </ul> <p>The plan builds on work undertaken since 2008 by the National Council to Reduce Violence against Women and incorporates primary and secondary prevention strategies with tertiary responses to violence against women.</p> <p><a href="#">First action plan 2010-2013 – Building a Strong Foundation</a></p> <p>The First Action Plan identified four National Priorities:</p> <ul style="list-style-type: none"> <li>• Building the evidence base</li> <li>• Building primary prevention capacity</li> <li>• Enhancing service delivery</li> <li>• Strengthening justice responses.</li> </ul> <p><a href="#">Second Action Plan 2013-2016 – Moving Ahead</a></p> <p>Former Prime Minister Abbott launched the second phase of the plan in 2013 which involved national round tables attended by over 100 experts and organisations. It concluded with the following five National Priorities:</p> <ul style="list-style-type: none"> <li>• Driving whole of community action to prevent violence</li> <li>• Understanding diverse experiences of violence</li> <li>• Supporting innovative services and integrated systems</li> <li>• Improving perpetrator interventions</li> <li>• Continuing to build the evidence base</li> </ul> <p><a href="#">Third Action Plan 2016-2019 – Promising Results</a></p> <p>The Third Action Plan 2016-2019 of the National Plan to Reduce Violence against Women and their Children was launched in 2016 by the Prime Minister at the COAG National Summit on Reducing Violence against Women, in Brisbane.</p> <p>The Third Action Plan sets out an ambitious agenda for achieving change, focusing on:</p> <ul style="list-style-type: none"> <li>• Prevention and early intervention</li> <li>• Aboriginal and Torres Strait Islander women and their children</li> <li>• Greater support and choice</li> <li>• Sexual violence</li> </ul>

	<ul style="list-style-type: none"> <li>• Responding to children living with violence</li> <li>• Keeping perpetrators accountable across all systems</li> </ul> <p><a href="#">Fourth Action Plan 2019-2022 – Turning the Corner</a></p> <p>The Fourth Action Plan 2019-2022 was released in 2019, following endorsement by the Council of Australian Governments.</p> <p>The Fourth Action Plan identifies five National Priorities, as follows:</p> <ul style="list-style-type: none"> <li>• Primary prevention is key</li> <li>• Support Aboriginal and Torres Strait Islander women and their children</li> <li>• Respect, listen and respond to the diverse lived experience and knowledge of women and their children affected by violence</li> <li>• Respond to sexual violence and sexual harassment</li> <li>• Improve support and service system responses.</li> </ul>
<b>Australian Longitudinal Study on Women's Health</b>	<p>The <a href="#">Australian Longitudinal Study on Women's Health (ALSWH)</a> is a national, longitudinal, population-based study. ALSWH explores factors that influence health among women who are broadly representative of the entire Australian population. The Study takes a comprehensive view of all aspects of health throughout a woman's lifespan. It is the largest project of its kind ever conducted in Australia and has an international reputation for its multidisciplinary methodology. ALSWH includes three cohorts of women (born in 1921-26, 1946-51, 1973-78) who have been repeatedly surveyed since 1996, and a new cohort (born in 1989-95) first surveyed in 2013. Survey 7 will be deployed in 2021 and will follow a three yearly cycle thereafter.</p>
<b>Australia Bureau of Statistics: The Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, 2020</b>	<p>The <a href="#">Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, 2020</a> replaces the <a href="#">Standard for Sex and Gender Variables, 2016</a>, with updates sex and gender variables as well as the introduction of variables for variations for sex characteristics and sexual orientation. The 2020 Standard describes the four variables and their associated conceptual issues and definitions. The standard for each variable includes the concept(s), definition(s), questionnaire modules, classification, coding structure, and output categories to be used in ABS interviewer-based and self-enumerated collections. The 2020 Standard also provides guidance on deriving cisgender (cis) and trans and gender diverse (trans) counts using the sex and gender variables.</p>
<b>Change the Story: A Shared Framework for the Primary Prevention of Violence against Women and Their Children in Australia</b>	<p><a href="#">Change the Story</a> is Australia's first national framework for the prevention of family violence against women to ensure consistency and integration across the country. This project was completed by Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS), and VicHealth to explain the model of violence, explain key actions to prevent violence, promising techniques, preventative infrastructure, stakeholder roles and stages of expected action.</p> <p><a href="#">Change the Story: Three Years On</a> is an interim evaluation reflecting on the uptake and impact of Change the Story, the lessons learned and Our Watch's ongoing work to embed and expand the evidence on prevention.</p> <p>Change the Story will be reviewed in 2021.</p>
<b>Changing the Picture: A National Resource to Support the Prevention of</b>	<p><a href="#">Changing the Picture</a> outlines a set of clear actions that are needed to address the many drivers of violence against Aboriginal and Torres Strait Islander women. This is a national resource – intended to encourage, guide and support a national effort – by many organisations and stakeholders, at many levels and in many settings.</p> <p><a href="#">Changing the Picture Background Paper: Understanding Violence Against Aboriginal and Torres Strait Islander Women and their Children</a> supports the resource.</p>

<b>Violence against Aboriginal and Torres Strait Islander Women and their Children</b>	
<b>National Drug Strategy 2017-2026</b>	<p>The <a href="#">National Drug Strategy 2017-2026</a> provides a national framework which identifies national priorities relating to alcohol, tobacco and other drugs, guides action by government in partnership with service providers and the community, and outlines a national commitment to harm minimisation though balances adoption of effective demand, supply and harm reduction strategies.</p> <p>Sub-strategies include:</p> <ul style="list-style-type: none"> <li>• <a href="#">National Alcohol Strategy 2019-2028</a></li> <li>• <a href="#">National Tobacco Strategy 2012-2018</a></li> <li>• <a href="#">National Ice Action Strategy 2015</a></li> <li>• <a href="#">National Aboriginal and Torres Strait Islander Peoples Drug Strategy 2014-2019</a></li> <li>• <a href="#">National Alcohol and Other Drug Workforce Development Strategy 2015-2018</a></li> <li>• <a href="#">National Foetal Alcohol Spectrum Disorder (FASD) Strategic Action Plan 2018-2028</a></li> </ul>
<b>Royal Commission into Aged Care Quality and Safety</b>	<p>The Royal Commission into Aged Care Quality and Safety was established on 8 October 2018 by the Governor-General of the Commonwealth of Australia. Published in 2021, the <a href="#">final report</a> outlines <a href="#">148 recommendations</a> aimed at improving Australia's aged care system.</p>
<b>Inquiry into domestic violence with particular regard to violence against women and their children</b>	<p>On 26 February 2020, the Senate referred an inquiry into domestic violence with particular regard to violence against women and their children to the Legal and Constitutional Affairs References Committee for report by 13 August 2020. The inquiry was set up after the murder of Hannah Clarke and her children at the hands of their partner and father. The <a href="#">Inquiry into Domestic Violence with Particular Regard to Violence Against Women and their Children</a> was heavily criticised as a failure for wrapping up three months early without taking submissions or holding public hearings.</p>
<b>Inquiry into Family, Domestic and Sexual Violence</b>	<p>On 4 June 2020, the House Standing Committee on Social Policy and Legal Affairs adopted an inquiry into family, domestic and sexual violence. The Standing Committee was tasked with reporting on measures to prevent all forms of violence against women and their children, including coercive control, and the efficacy of perpetrator intervention programs, among other issues. The <a href="#">Inquiry into Family, Domestic and Sexual Violence</a> was referred by the Minister for Women, Senator the Hon Marise Payne MP, and the Minister for Families and Social Services, Senator the Hon Anne Ruston MP.</p>
<b>National Plan to Respond to the Abuse of Older Australians</b>	<p>The purpose of the <a href="#">National Plan to Respond to the Abuse of Older Australians (Elder Abuse) 2019-2023</a> is to provide a framework for action over four years, to respond to abuse of older people. It sets out the commitment of the Australian Government and each of the state and territory governments to undertake research, provide services,</p>

<b>(Elder Abuse) 2019-2023</b>	and develop policy and law reforms to address a complex problem in need of a comprehensive response.
<b>Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability</b>	<p>The <a href="#">Disability Royal Commission</a> was established in April 2019 in response to community concern about widespread reports of violence against, and the neglect, abuse and exploitation of, people with disability.</p> <p>Reports available include:</p> <ul style="list-style-type: none"> <li>• <a href="#">Interim Report</a></li> <li>• <a href="#">First Progress Report</a></li> <li>• <a href="#">Second Progress Report</a></li> <li>• <a href="#">Third Progress Report</a></li> </ul>
<b>National Cervical Screening Program</b>	The <a href="#">National Cervical Screening Program</a> aims to prevent cervical cancer with regular testing. The Cervical Screening Test looks for human papillomavirus (HPV) The program targets people between 25-74 years of age who have a cervix and have ever been sexually active. The Cervical Screening Test replaced the Pap test in 2017.
<b>National Financial Capability Strategy 2018</b>	<p>The <a href="#">National Financial Capability Strategy</a> informs and drives actions to improve the financial capability of Australians. The strategy identifies three behavioural areas in which Australian's can be empowered to take control of their financial lives:</p> <ul style="list-style-type: none"> <li>• Managing money day-to-day</li> <li>• Making informed money decisions</li> <li>• Planning for the future.</li> </ul>
<b>The Fifth National Mental Health and Suicide Prevention Plan 2017-2022</b>	<p>Endorsed by the COAG Health Council in 2017, <a href="#">the Fifth National Mental Health and Suicide Prevention Plan 2017-2022</a> represents commitment from all governments to work together to achieve integrated planning and service delivery of mental health and suicide prevention related services.</p> <p>Related documents include:</p> <ul style="list-style-type: none"> <li>• <a href="#">The Fifth National Mental Health and Suicide Prevention Plan: Implementation Plan</a></li> <li>• <a href="#">National Mental Health and Wellbeing Pandemic Response Plan</a></li> </ul>
<b>Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces</b>	Released by Sex Discrimination Commissioner Kate Jenkins in March 2020, the <a href="#">Respect@Work report</a> provides a comprehensive set of recommendations for preventing and addressing sexual harassment. Over a year after its release, the Morrison Government announced its response to the report. In <a href="#">A Roadmap for Respect: Preventing and Addressing Sexual Harassment in Australian Workplaces</a> , the Government responds to the report and outlines its long-term commitment to preventing and addressing sexual harassment. The Government has agreed to (in full, in-principle, or in-part) or noted all 55 recommendations in the Respect@Work report.
<b>Religious Discrimination Bill</b>	The Australian Government invited submissions on the second exposure drafts of the package of legislation on religious freedom between 10 December 2019 and 31 January 2020. Many organisations have expressed deep concern that the redrafted <a href="#">Religious Discrimination Bill</a> will privilege certain religious views to the detriment of women, LGBTQIA+ people, minority faith communities and people with disabilities. A third exposure draft is yet to be released.

<b>1800RESPECT</b>	The Australian Government Department of Social Services (DSS) has continued to fund the 24-hour national domestic and family violence and sexual assault telephone counselling service. 1800RESPECT is delivered by <a href="#">Medibank Health Services</a> on behalf of the Federal Government DSS This sits within the <a href="#">National Plan to Reduce Violence Against Women and Their Children 2010-2022</a> .
<b>White Ribbon Australia</b>	White Ribbon Australia shut down operations and went into voluntary liquidation in October 2019 following a period marred by disappointing ambassadors and a high turnover of chief executives. In May 2020, <a href="#">Communicare</a> acquired the intellectual property and remaining assets of White Ribbon Australia.
<b>Joint Select Committee on Australia's Family Law System</b>	The Joint Select Committee on Australia's Family Law System was appointed by resolution of the Senate and the House of Representatives in September 2019. The presentation of the final report has been extended until June 2021. The committee intends that the final report will outline the committee's views and recommendations on the child support system and its interaction with the family law system. Related documents: <ul style="list-style-type: none"> <li>• <a href="#">Interim report</a></li> <li>• <a href="#">Second interim report</a></li> </ul>
<b>Federal Family Law Reform</b>	In September 2017, the Turnbull Government announced a comprehensive review of the family law system and commissioned the Australian Law Reform Commission (ALRC) to undertake the review. This was the first comprehensive review into the family law system since the commencement of the <a href="#">Family Law Act</a> in 1976, with a view to making necessary reforms to ensure the family law system meets the contemporary needs of families and effectively addresses family violence and child abuse. The ALRC's final report <a href="#">Family Law for the Future: An Inquiry into the Family Law System</a> was released in April 2019 and made 60 recommendations for reform. Related documents: <ul style="list-style-type: none"> <li>• <a href="#">Family Law for the Future: Brochure</a></li> <li>• <a href="#">Family Law for the Future: Summary Report</a></li> <li>• <a href="#">Government Response: March 2021</a></li> </ul>
<b>Woman-centred care: Strategic directions for Australian maternity services</b>	<a href="#">Woman-centred care: Strategic directions for Australian maternity services</a> outlines a national strategy to support the delivery of maternity services to women, from conception until 12 months after pregnancy or birth. The document provides national strategic directions to support Australia's maternity care system and enable improvements in line with contemporary practice, evidence, and international developments.
<b>Writing Themselves In 4: The Health and Wellbeing of LGBTQA+ Young People in Australia</b>	In 2019, the Australian Research Centre in Sex, Health and Society (ARCSHS) at La Trobe University, with support from Rainbow Health Victoria and Rainbow Network, asked 6,418 LGBTQA+ people aged 14 to 21 about their experiences with education, homelessness, harassment, assault, mental health, community connections and more. <a href="#">Writing Themselves In 4: National Report</a> is the largest ever study on the experiences of LGBTQA+ young people aged 14-21 in Australia. Related document: <ul style="list-style-type: none"> <li>• <a href="#">Writing themselves in 4: Victoria Summary Report</a></li> </ul>
<b>The 2018 Australian Trans</b>	In 2018, the Kirby Institute at UNSW Sydney in collaboration with community advocates, clinicians and researchers from across Australia conducted the <a href="#">first</a>



<b>and Gender Diverse Sexual Health Survey</b>	<a href="#">national survey of sexual health among transgender and gender diverse people</a> . The survey was the largest study of trans and gender diverse people to have been conducted in Australia.
<b>Inequality in Australia 2018</b>	A partnership report released by UNSW Sydney and ACOSS, <a href="#">Inequality in Australia 2018</a> outlines inequalities in income and wealth in Australia using the latest available data from the Australian Bureau of Statistics. It is intended that this report and the broader poverty and inequality research series informs policy debate and inspires reform to create a more inclusive and equitable Australia.
<b>The National Community Attitudes towards Violence Against Women Survey (NCAS)</b>	<p>The periodic NCAS is a population survey conducted every four years that tells us how Australians understand violence against women, their attitudes towards it, what influences their attitudes and if there has been a change over time. The NCAS was last conducted in 2017 and is due to be conducted in 2021, with a report to be produced before the end of 2022. The 2009 and 2013 surveys were led by VicHealth. The 2017 survey was led by ANROWS.</p> <p>Related documents from the 2017 survey:</p> <ul style="list-style-type: none"> <li>• <a href="#">Australians' attitudes to violence against women and gender equality</a></li> <li>• <a href="#">Young Australians' attitudes to violence against women and gender equality</a></li> <li>• <a href="#">Attitudes towards violence against women and gender equality among people from non-English speaking countries</a></li> <li>• <a href="#">Attitudes towards violence against women and gender equality among Aboriginal people and Torres Strait Islanders</a></li> </ul>
<b>National Disability Insurance Scheme Legislative Reforms</b>	<p>The National Disability Insurance Scheme (NDIS) is run by the National Disability Insurance Agency (NDIA). The federal Government has committed to delivering a Participant Service Guarantee (the Guarantee) to support positive participant experiences with the National Disability Insurance Scheme (NDIS). To develop the Guarantee, the Government commissioned a review of the <a href="#">National Disability Insurance Scheme Act 2013</a> (NDIS Act) to identify opportunities to make NDIS processes simpler and more straight-forward, and remove legislative barriers to positive participant and provider experiences with the NDIS. Independent expert Mr David Tune AO PSM delivered <a href="#">the review report</a> to Government in December 2019. It made 29 recommendations to improve the participant experience and support the delivery of the Participant Service Guarantee. The review report was published in January 2020. The <a href="#">Government response to the 2019 review of the NDIS Act</a> was released on 28 August 2020. On 28 August 2020, the Minister for the NDIS, the Hon Stuart Robert MP, also announced significant reforms to the NDIS, including the use of independent assessments, fully paid for by the NDIA. An <a href="#">Information Paper</a> summarising these reforms was released on 24 November 2020. These reforms include:</p> <ul style="list-style-type: none"> <li>• NDIS Participant Service Guarantee</li> <li>• Independent assessments</li> <li>• Greater flexibility</li> <li>• NDIA direct payments to providers</li> <li>• More guidance on the boundaries of the NDIS</li> <li>• Expansion of early intervention for young children.</li> </ul>
<b>Change the Course: National Report on Sexual</b>	At the request of Australia's 39 universities, the Australian Human Rights Commission conducted a national, independent survey of university students to gain greater

<b>Assault and Sexual Harassment at Australian Universities 2017</b>	<p>insight into the nature, prevalence and reporting of sexual assault and sexual harassment at Australian universities:</p> <p>Related documents include:</p> <ul style="list-style-type: none"> <li>• <a href="#">Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities 2017</a></li> <li>• <a href="#">Change the Course – 18-month milestone 2019</a></li> <li>• <a href="#">Change the Course – 3-year milestone 2020</a></li> </ul>
<b>National Survey of Secondary Students and Sexual Health 2018</b>	<p>The sixth <a href="#">National Survey of Australian Secondary Students and Sexual Health</a> was conducted in 2018 and released in 2019. This survey is a key tool to support and inform policies around sexual health education and disease prevention. The survey started in 1992 and is conducted every 5 years.</p>
<b>Workplace Equality and Respect Standards</b>	<p>The <a href="#">Workplace Equality and Respect Standards</a> set the goals that workplaces must achieve to address gender inequality and prevent violence against women. This project was prepared by Our Watch in 2018.</p>
<b>Paid Parental Leave Amendment (Flexibility Measures) Act 2020</b>	<p>The <a href="#">Paid Parental Leave Amendment (Flexibility Measures) Act 2020</a>, provides parents with the option to access the last 30 days of their 18-week paid parental leave as they choose, so long as it within 2 years of the birth or adoption of a child.</p>
<b>Family Assistance Legislation Amendment (Building on the Child Care Package) Act 2019</b>	<p>The <a href="#">Family Assistance Legislation Amendment (Building on the Child Care Package) Act 2019</a> amends the law relating to family assistance and for related purposes, including addressing the unintended consequences resulting from the implementation of the <a href="#">Child Care Subsidy</a> in 2018.</p>
<b>Fair Work Amendment (Family and Domestic Violence Leave) Act 2018</b>	<p>The <a href="#">Fair Work Amendment (Family and Domestic Violence Leave) Act 2018</a> amends the Fair Work Act 2009 to insert an entitlement in the National Employment Standards to five days of unpaid family and domestic violence leave in a 12-month period.</p>
<b>COVID-19 and childhood education</b>	<p>The Australian Government implemented measures throughout 2020 to help the early childhood education and care sector manage the impact of the COVID-19 pandemic.</p> <p>These measures included a <a href="#">Relief Package</a> (6 April to 12 July), a <a href="#">Transition Payment</a> (13 July to 27 September 2020), and a <a href="#">Recovery Package</a> (28 September to 31 January 2021).</p> <p>Related:</p> <ul style="list-style-type: none"> <li>• <a href="#">Early Childhood Education and Care Relief Package Four Week Review</a></li> </ul>



	<ul style="list-style-type: none"> <li>Between 13 July 2020 and 4 April 2021, some families had access to <a href="#">extra Child Care Subsidy hours</a>.</li> </ul>
<b>ABS Personal Safety Survey 2016</b>	The <a href="#">Australian Bureau of Statistics' (ABS) 2016 Personal Safety Survey (PSS)</a> collected information from men and women aged 18 years and over about the nature and extent of violence experienced since the age of 15. It also collected detailed information about men's and women's experience of current and previous partner violence and emotional abuse since the age of 15, stalking since the age of 15, physical and sexual abuse before the age of 15, witnessing violence between a parent and partner before the age of 15, lifetime experience of sexual harassment, general feelings of safety.
<b>Australian Young Women's Gambling Behaviours: A Socio-Cultural Investigation of Gambling Attitudes, Beliefs and Consumption Intentions</b>	<a href="#">This study</a> from the Victorian Responsible Gambling Foundation explored the range of key determinants that may shape the gambling beliefs and behaviours of older adolescent (18-24 years old) and young adult (25-34 years old) women.
<b>Centrelink's Compliance Program</b>	<p>On 31 July 2019, the Senate referred an inquiry into Centrelink's compliance program to the Senate Community Affairs References Committee for inquiry and report by 4 December 2019. The Senate has granted a number of extensions for the reporting date, with the current due date extended to November 2021.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li><a href="#">Interim report</a></li> <li><a href="#">Second interim report</a></li> <li><a href="#">Third interim report</a></li> </ul>
<b>Adequacy of Newstart and related payments and alternative mechanisms to determine the level of income support payments in Australia</b>	On 25 July 2019, the Senate referred an inquiry into the adequacy of Newstart and related payments and alternative mechanisms to determine the level of income support payments in Australia to the Senate Community Affairs References Committee for inquiry and report by 27 March 2020. The reporting date was further extended to April 2020. The report is available <a href="#">here</a> .
<b>Australian Women's Health Network</b>	<p>Despite support from the Labor Party, the Greens and other cross benchers, the coalition government has de-funded the Australian Women's Health Network, forcing the organisation to become a volunteer entity as of January 2017, with all paid staff positions to cease.</p> <p>AWHN called on political commitment in the lead up to the Federal election 2019 to address the five key proposals in the <a href="#">2019 AWHN Women's Health Charter</a>. AWHN</p>

	received two very positive responses from the <a href="#">Labor party</a> and the <a href="#">Greens</a> and no response from either the Liberal or National parties. The response from the Labor party indicated that they were committed to restore AHWN's federal funding if they were elected. However, the Liberal party was re-elected.
<b>SPHERE</b>	<p><a href="#">SPHERE, the NHMRC Centre of Research Excellence in Sexual and Reproductive Health for Women in Primary Care</a>, is a new collaborative network of experts and researchers that aims to transform the delivery of sexual and reproductive health care services to women in Australian primary care. It is a five-year program funded by the National Health and Medical Research Council. SPHERE launched in September 2019.</p> <p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">A Consensus Statement on implementation and monitoring of the National Women's Health Strategy 2020-2030: 'Maternal, sexual and reproductive health' priority area</a></li> </ul>
<b>National Housing and Homelessness Agreement</b>	<p>The <a href="#">National Housing and Homelessness Agreement</a> commenced on July 1 2018 and provides around \$1.6 billion each year to states and territories to improve Australians' access to secure and affordable housing across the housing spectrum. Priority homelessness cohorts include:</p> <ul style="list-style-type: none"> <li>• Women and children affected by family and domestic violence</li> <li>• Children and young people</li> <li>• Aboriginal and Torres Strait Islander Peoples</li> <li>• People experiencing repeat homelessness</li> <li>• People exiting from care or institutions into homelessness</li> <li>• Older people</li> </ul> <p>The Agreement replaced the <a href="#">National Affordable Housing Agreement</a>.</p>
<b>State of the Family Report</b>	The 2018 <a href="#">State of the Family report</a> from Anglicare explores attitudes towards people experiencing poverty. It also reflects on what these attitudes mean for how we as advocates communicate and persuade.
<b>Framework for a National Strategy on Climate, Health and Wellbeing for Australia</b>	<p><a href="#">Framework for a National Strategy on Climate, Health and Wellbeing for Australia</a>, led by the Climate and Health Alliance, was launched at Parliament House in Canberra in 2017. <a href="#">The Australian Labor Party committed to implementing a plan based on this framework</a>, as have the <a href="#">Australian Greens</a>. To date, there has been no such commitment from the Coalition.</p> <p>Relevant resources:</p> <ul style="list-style-type: none"> <li>• <a href="#">Australian Liberal Party: Protecting our environment</a></li> <li>• <a href="#">Australian Labour Party: Climate Change Action Plan 2019</a> (Shorten Government)</li> </ul>
<b>National Health Reform Agreement 2020-2025</b>	The Prime Minister announced the new <a href="#">2020-2025 National Health Reform Agreement</a> (NHRA) in May 2020, following sign-on by all Australian governments. The NHRA commits to improving health outcomes for Australians, by providing better coordinated and joined up care in the community and ensuring the future sustainability of Australia's health system. It is the key mechanism for the transparency, governance and financing of Australia's public hospital system.
<b>Australian Women Against Violence Alliance</b>	The <a href="#">Australian Women Against Violence Alliance</a> (AWAVA) is one of the six National Women's Alliances funded by the Australian Government to bring together women's organisations and individuals across Australia to share information, identify issues and

	<p>their solutions, to respond to and prevent violence against women and their children. AWAVA's role is to ensure that women's voices and particularly marginalised women's voices are heard by Government, amplifying the work of its member organisations and Friends &amp; Supporters.</p>
<b>Australians of the Year</b>	<p>From 2017-2021, 11 out of 22 recipients of the Australian of the Year Awards have been women. This includes Australian of the Year, Senior Australian of the Year, Young Australian of the Year and Local Hero. In 2021, all four recipients were women. Australian of the Year 2021 Grace Tame is an advocate for survivors of sexual assault, particularly those who were abused in institutional settings. From age 15, Grace was groomed and raped by her 58-year-old maths teacher, who was found guilty and jailed for his crimes. However, under Tasmania's sexual-assault victim gag laws, Grace couldn't legally speak out about her experience – despite the perpetrator and media being free to do so. Grace has used her voice to push for legal reform and raise public awareness about the impacts of sexual violence. Grace worked with Nina Funnell on the <a href="#">#LetHerSpeak / #LetUsSpeak</a> campaign and has been vocal about the culture of misogyny in parliament.</p> <p>Related videos:</p> <ul style="list-style-type: none"> <li>• <a href="#">Grace Tame Australian of the Year Acceptance Speech</a></li> <li>• <a href="#">Grace Tame National Press Club Speech</a></li> </ul>
<b>Primary Health Networks</b>	<p>With the cessation of the National Health Reform Agreement in 2017, Medicare Locals was replaced with Primary Health Networks in 2015. There are 31 PHNs across the country. WHIN falls within the <a href="#">North Western Melbourne PHN</a>.</p>
<b>Universal Periodic Review – National Report of Australia 2020</b>	<p>Australia submitted its <a href="#">third Universal Periodic Review (UPR)</a> national report to the United Nations in 2020 responding to the recommendations Australia received during its second-cycle UPR in 2015. At Australia's last review in 2015, 104 countries made 290 recommendations to improve rights yet only 17% have been fully implemented. The third review was <a href="#">examined by the UN Human Rights Council's UPR Working Group</a> in January. Key areas requiring action included:</p> <ul style="list-style-type: none"> <li>• Ending the inhumane treatment of refugees and asylum seekers, including protracted mandatory detention</li> <li>• Raising the age of criminal responsibility which disproportionately affects Aboriginal and Torres Strait Islander youth</li> <li>• Addressing the inequality faced by First Nations people, including disproportionate incarceration rates</li> <li>• Increasing efforts to meet emissions reduction goals and adopting a human rights-based approach in efforts to combat climate change.</li> </ul>
<b>Economic Response to COVID-19</b>	<p>The Federal Government's economic support package sought to provide timely support to affected workers, businesses, and the broader community.</p> <p>Relevant information about the package:</p> <ul style="list-style-type: none"> <li>• <a href="#">JobKeeper</a></li> <li>• <a href="#">JobSeeker</a></li> <li>• <a href="#">JobMaker</a></li> <li>• <a href="#">HomeBuilder</a></li> </ul>
<b>Equal Remuneration</b>	<p>In early May 2021, Treasurer Josh Frydenberg <a href="#">announced an extension of the Equal Remuneration Order Supplementation funding for homelessness services</a>, avoiding a</p>

<b>Order Supplementation</b>	\$56 million cut to homelessness service delivery across the country – \$23 million cut to services in Victoria.
<b>COVID-19 Disease Surveillance and Vaccination Program</b>	<p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Australia's COVID-19 Vaccine and Treatment Strategy</a></li> <li>• <a href="#">Australian COVID-19 Vaccination Policy</a></li> <li>• <a href="#">Australia's COVID-19 Vaccine National Roll-Out Strategy</a></li> <li>• <a href="#">COVID-19 Vaccination program – Aboriginal and Torres Strait Islander Peoples Implementation plan</a></li> <li>• <a href="#">COVID-19 Vaccination program – CALD communities Implementation plan</a></li> <li>• <a href="#">Australian National Disease Surveillance Plan for COVID-19</a></li> </ul>
<b>The Man Box</b>	<p><a href="#">The Man Box: A study on being a young man in Australia</a> is the first comprehensive study that focuses on the attitudes to manhood and the behaviours of young Australian men aged 18 to 30. This study was led by The Men's Project and Michael Flood and released in 2018.</p> <p><a href="#">Unpacking the Man Box</a> is based on a survey of 1,000 young Australian men aged 18 to 30. The report builds on the findings of The Men's Project's 2018 report The Man Box. This study was funded by VicHealth, led by The Men's Project and Michael Flood, and released in 2020.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">VicHealth Masculinities and health: Attitudes towards men and masculinities in Australia (2020)</a></li> </ul>

**Table 3. Policy and legislative landscape: State**

	Summary
<b>State Government</b>	<p>Victoria's current state government is led by the Hon Daniel Andrews MP, the leader of the Victorian Labor Party. Andrews was sworn in as the 48<sup>th</sup> Premier of Victoria in 2014, and re-elected in the November 2018 election.</p> <p>Female cabinet ministers:</p> <ul style="list-style-type: none"> <li>• Jaclyn Symes – Attorney General, Minister for Resources, Leader of the government in the Legislative Council</li> <li>• Gabrielle Williams – Minister for Aboriginal Affairs, Minister for Prevention of Family Violence, Minister for Women</li> <li>• Mary-Anne Thomas – Minister for Agriculture, Minister for Regional Development</li> <li>• Ros Spence – Minister for Multicultural Affairs, Minister for Community Sport, Minister for Youth</li> <li>• Melissa Horne – Minister for Ports and Freight, Minister for Consumer Affairs, Gaming and Liquor Regulation, Minister for Fishing and Boating</li> <li>• Natalie Hutchins – Minister for Corrections, Minister for Crime Prevention, Minister for Youth Justice, Minister for Victim Support</li> <li>• Jaala Pulford – Minister for Employment, Minister for Innovation, Medical Research and the Digital Economy, Minister for Small Business</li> <li>• Lily D'Ambrosio – Minister for Energy, Environment and Climate Change, Minister for Solar Homes</li> <li>• Gayle Tierney – Minister for Higher Education, Minister for Training and Skills, Deputy Leader of the Government (Council)</li> <li>• Lisa Neville – Minister for Water, Minister for Police and Emergency Services</li> <li>• Jacinta Allan – Minister for Transport Infrastructure, Minister for the Suburban Rail Loop, Leader of the House (Assembly)</li> <li>• Ingrid Stitt – Minister for Workplace Safety, Minister for Early Childhood, Government Whip in the Legislative Council</li> </ul> <p>Other relevant cabinet ministers:</p> <ul style="list-style-type: none"> <li>• James Merlino – Deputy Premier, Deputy Leader of the Labor Party, Minister for Education, Minister for Mental Health</li> <li>• Martin Foley – Minister for Equality, Minister for Health, Minister for Ambulance Services</li> <li>• Luke Donnellan – Minister for Child Protection, Minister for Disability, Ageing and Carers</li> <li>• Richard Wynne – Minister for Housing, Minister for Planning</li> </ul> <p>Women in the Victorian Government comprise 45.0% of the Legislative Council (Upper House) and 38.6% of the Legislative Assembly (Lower House), as of April 2021.</p> <p>Sworn in in 2015, the Hon Linda Dessau AC is the first female Governor of Victoria.</p>

<b>2021-2022 State Budget</b>	<p>The 2021-2022 Victorian Budget was handed down on May 20, 2021. The Victorian Government increased its investment in gender equality, fulfilling collective asks from the gender equity sector with:</p> <ul style="list-style-type: none"> <li>• Increased funding for Women's Health Services</li> <li>• A gender equality budget unit within treasury</li> <li>• Creation of 47,000 gender equal jobs in the care economy, including mental health, early childhood, COVID-19 healthcare, and teaching, and</li> <li>• Prioritised funding for women's economic participation.</li> </ul> <p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Budget overview</a></li> <li>• <a href="#">Gender equality budget statement</a></li> </ul>
<b>Ministerial Council on Women's Equality</b>	<p>The <a href="#">Ministerial Council on Women's Equality</a> is a group of influential women who provide expert advice to the Minister for Women. The Council is made up of Victorian women from media, the private sector, science and technology, sport and recreation, unions and the women's health sector. Members include:</p> <ul style="list-style-type: none"> <li>• Alana Johnson</li> <li>• Amy Mullins</li> <li>• Emma Fulu</li> <li>• Fiona Vines</li> <li>• Hana Assafiri</li> <li>• Jax Jacki Brown</li> <li>• Joanna Hayter</li> <li>• Jo Stanley</li> <li>• Kathryn Arndt</li> <li>• Kristen Holton</li> <li>• Kristine Olaris</li> <li>• Leanne Miller</li> <li>• Liberty Sander</li> <li>• Professor Lisa Heap</li> <li>• Dr Marguerite Evans-Galea, PhD</li> <li>• Cr Mary Delahunty</li> <li>• Peggy O'Neal</li> <li>• Rita Butera</li> <li>• Sarah Moran</li> <li>• Vanessa Badham</li> <li>• Wesa Chau</li> </ul>
<b>Department of Health and Human Services Restructure: Department of Health and Department of Families, Fairness and Housing</b>	<p>As of February 2021, the Department of Health and Human Services (DHHS) was separated into two new departments: the Department of Health (DH) and the Department of Families, Fairness and Housing (DFFH).</p> <p><a href="#">Department of Health</a> (DH): The Department of Health (DH) plays a critical role in the Victorian health system and is responsible for shaping it to meet the health needs of Victorians into the future. The department also leads the Victorian Government's response to the coronavirus (COVID-19) pandemic.</p> <p><a href="#">Department of Families, Fairness and Housing</a> (DFFH): The Department of Families, Fairness and Housing (DFFH) works hard to create equal opportunities for all Victorians to live a safe, respected and valued life. The department's areas of focus are child protection, housing, disability, the prevention of family violence, multicultural affairs, LGBTQI+ equality, veterans, women and youth. The Office for Women sits within DFFH.</p>
<b>Victorian Population Health Survey 2019</b>	<p>The <a href="#">Victorian Population Health Survey 2019: Summary report</a> was published in May 2021. The Victorian Population Health Survey was first undertaken in 2001 and is an ongoing source of high-quality information on the health and wellbeing of Victorians, 18 years of age, or older. Summary of key findings:</p> <ul style="list-style-type: none"> <li>• More than 1 in 5 Victorian adults (20.3%) were categorised as obese according to their body mass index – a significantly higher proportion of men (20.7%) were obese compared with women (19.8%)</li> </ul>

	<ul style="list-style-type: none"> <li>• More than half of Victorian adults (51.1%) undertook adequate physical activity to meet the national guidelines</li> <li>• Just 5.7% of Victorian adults met the recommended minimum daily intake for vegetables, while 40.6% met the recommended minimum daily intake for fruit</li> <li>• Close to 1 in 8 Victorian adults (12.4%) were daily smokers – a significantly higher proportion of men (14.5%) were daily smokers compared with women (10.3%)</li> <li>• A higher proportion of Victorian men (68.9%) were at increased lifetime of risk of alcohol-related harm compared with women (51.4%)</li> <li>• Close to 1 in 5 Victorian adults (18.1%) reported high or very high levels of psychological distress</li> <li>• Nearly 1 in 5 Victorian adults (19.6%) reported being diagnosed with two or more of seven common chronic diseases (excluding asthma)</li> <li>• Close to 2 in 5 Victorian adults (40.4%) reported being in excellent or very good health.</li> <li>• Close to three quarters of Victorian adults (73.5%) had not discussed, or did not have, an end-of-life care plan.</li> </ul> <p>The 2020 Victorian Population Health Survey reports are expected in December 2021.</p>
<b>Victorian Public Health and Wellbeing Plan 2019-2023</b>	<p>Guidance on the development of health promotion priorities is provided in the <a href="#">Victorian Public Health and Wellbeing Plan 2019-2023</a>. Fostering gender equality has been noted as an essential aspect of this plan in taking a comprehensive and inclusive approach and responding to health inequalities.</p> <p>The 10 priority areas, including four focus areas, are:</p> <ul style="list-style-type: none"> <li>• Tackling climate change and its impact on health (focus area)</li> <li>• Reducing injury</li> <li>• Preventing all forms of violence</li> <li>• Increasing healthy eating (focus area)</li> <li>• Decreasing the risk of drug resistant infections in the community</li> <li>• Increasing active living (focus area)</li> <li>• Improving mental wellbeing</li> <li>• Improving sexual and reproductive health</li> <li>• Reducing tobacco-related harm (focus area)</li> <li>• Reducing harmful alcohol and drug use.</li> </ul>
<b>Victorian Public Health and Wellbeing Outcomes Framework</b>	<p>The <a href="#">Victorian Public Health and Wellbeing Outcomes Framework</a> provides a transparent approach to monitoring and reporting progress in our collective efforts to achieve health and wellbeing. The outcomes framework brings together a comprehensive set of indicators drawn from multiple data sources. These indicators can help us track whether our combined efforts are improving the health and wellbeing of Victorians over time.</p> <p>The five domains are:</p> <ol style="list-style-type: none"> <li>1. Victorians are healthy and well</li> <li>2. Victorians are safe and secure</li> <li>3. Victorians have the capabilities to participate</li> <li>4. Victorians are connected to culture and community</li> <li>5. Victoria is liveable.</li> </ol>



<b>Health 2040: Advancing Health, Outcomes and Care</b>	<p>Developed by the Victorian State Government, <a href="#">Health 2040: advancing health, access and care</a> presents a clear vision for the health and wellbeing of Victorians and for the Victorian healthcare system. Health 2040 is built around three pillars:</p> <ul style="list-style-type: none"> <li>• Better health: focuses on prevention, early intervention, community engagement and people's self-management to maximise the health and wellbeing of all Victorians.</li> <li>• Better access: focuses on reducing waiting times and delivering equal access to care via state-wide service planning, targeted investment, and unlocking innovation.</li> <li>• Better care: focuses on people's experience of care, improving quality and safety, ensuring accountability for achieving the best health outcomes, and supporting the workforce to deliver the best care.</li> </ul>
<b>Gender Equality Act 2020</b>	<p>The <a href="#">Gender Equality Act 2020</a> will improve workplace gender equality in the Victorian public sector, universities and local councils. The Act commenced on 31 March 2021.</p> <p>The Act promotes gender equality by:</p> <ul style="list-style-type: none"> <li>• Requiring the Victorian public sector, local councils and universities to take positive action towards achieving workplace gender equality.</li> <li>• Requiring these organisations to consider and promote equality in their policies, programs and services.</li> <li>• Establishing the Public Sector Gender Equality Commissioner to provide education, support implementation and enforce compliance.</li> </ul> <p>Dr Nicki Vincent was appointed Victoria's first <a href="#">Public Sector Gender Equality Commissioner</a> in September 2020.</p>
<b>Royal Commission into Family Violence</b>	<p>Australia's first Royal Commission into Family Violence was completed in 2015 in Victoria, the findings of which were released in 2016, outlining <a href="#">227 recommendations</a>.</p> <p>The Royal Commission found existing programs were not able to:</p> <ul style="list-style-type: none"> <li>• Reduce the frequency and impact of violence</li> <li>• Prevent violence through early intervention</li> <li>• Support victim survivors</li> <li>• Hold perpetrators to account for their actions</li> <li>• Coordinate community and government services.</li> </ul> <p>As of November 2020, the Victorian Government has implemented 167 of 227 recommendations.</p>
<b>Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families</b>	<p>Published in 2018, <a href="#">Dhelk Dja</a> is the key Aboriginal-led Victorian Agreement that commits the signatories – Aboriginal communities, Aboriginal services and government – to work together and be accountable for ensuring that Aboriginal people, families and communities are stronger, safer, thriving and living free from family violence. It articulates the long-term partnership and directions required at a state-wide, regional and local level to ensure that Aboriginal people, families and communities are violence free, and built upon the foundation of Aboriginal self-determination.</p> <p>The strategic priorities of Dhelk Dja are:</p> <ul style="list-style-type: none"> <li>• Aboriginal culture and leadership</li> <li>• Aboriginal-led prevention</li> <li>• Self-determining Aboriginal family violence support and services</li> <li>• System transformation based on self-determination principles</li> </ul>



	<ul style="list-style-type: none"> <li>• Aboriginal-led and informed innovation, data and research.</li> </ul> <p>Related document:</p> <ul style="list-style-type: none"> <li>• <a href="#">Korin Korin Balit Djak: Aboriginal health, wellbeing and safety strategic plan 2017-2027</a></li> <li>• <a href="#">From Symbols to Systems: Strengthening Aboriginal and Torres Strait Islander cultural security in mainstream organisations.</a></li> </ul>
<b>Nargneit Birrang: Aboriginal Holistic Healing Framework for Family Violence</b>	<p>Published in 2019, <a href="#">Nargneit Birrang</a> provides a framework to guide the flexible design, funding, implementation and evaluation of Aboriginal-lead holistic healing and programs for family violence in Victoria.</p> <p>Nargneit Birrang outlines a clear framework based on six integrated principles for Aboriginal holistic healing:</p> <ul style="list-style-type: none"> <li>• Self-determination is fundamental</li> <li>• Safety is a priority</li> <li>• Culture, Country and Community are embedded in healing</li> <li>• The past impacts on the present</li> <li>• Healing is trauma-informed</li> <li>• Resilience and hope make a difference.</li> </ul>
<b>Ending Family Violence: Victoria's Plan for Change</b>	<p><a href="#">Ending Family Violence: Victoria's Plan for Change</a> outlines how the Victorian Government will achieve the vision of a Victoria free from family violence by implementing all 227 recommendations of Australia's first Royal Commission into Family Violence.</p> <p>Targets of the plan are:</p> <ul style="list-style-type: none"> <li>• No woman or child is killed as a result of family violence.</li> <li>• All Victorians will believe that family violence and gender inequality are unacceptable, and will hold attitudes that support respectful relationships.</li> <li>• Victim survivors will be supported to remain safely in their homes and connected to their community.</li> <li>• More women and children at risk of family violence will be able to access effective early interventions.</li> <li>• A significant reduction in the number of child protection reports that are substantiated.</li> <li>• Family violence reoffending will be eliminated.</li> <li>• Workers in universal (non-family violence specific) services will feel confident to identify and respond to all forms of family violence.</li> </ul> <p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• First <a href="#">Family Violence Reform Rolling Action Plan 2017-2020</a></li> <li>• Second <a href="#">Family Violence Reform Rolling Action Plan 2020-2023</a></li> </ul> <p>In 2016, the Victorian Department of Health and Human Services (DHHS) contracted with a team at Monash Gender and Family Violence Prevention Centre to conduct a review of the Common Risk Assessment Framework (CRAF) as part of the DHHS response to the Victorian Royal Commission on Family Violence.</p> <ul style="list-style-type: none"> <li>• <a href="#">Review of the Family Violence Risk Assessment and Risk Management Framework (CRAF): Final Report</a></li> <li>• The <a href="#">Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM)</a> has been designed to increase the safety and wellbeing of Victorians by supporting relevant services to identify, assess and manage family violence risk effectively. The MARAM replaced the CRAF and</li> </ul>

	has been established in law under a new Part 11 of the Family Violence Protection Act 2008.
<b>Safe and Strong: A Victorian Gender Equality Strategy</b>	<p>Published in 2018, <a href="#">Safe and Strong: A Victorian Gender Equality Strategy</a> sets out a framework for enduring and sustained action over time.</p> <p>Aspirations for cultural, attitudinal, behavioural and structural change are broken down into four domains:</p> <ul style="list-style-type: none"> <li>• Victorians live free from gendered norms, stereotypes and expectations.</li> <li>• Victorians are empowered, healthy, safe and strong.</li> <li>• As Victorians we value champion gender equality</li> <li>• The Victorian Government is a leader on gender equality.</li> </ul> <p>For information about activities and achievements to date, see: <a href="#">Safe and Strong: A Victorian Gender Equality Strategy Achievements Report Year One</a> and <a href="#">Safe and Strong Achievement Report 2019</a>.</p>
<b>Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence against Women</b>	<p>Launched in May 2017, the <a href="#">Free from Violence Strategy</a> is Victoria's five-year plan to break the cycle of family violence and violence against women.</p> <p>Priorities of the plan are to:</p> <ul style="list-style-type: none"> <li>• Build prevention structures and systems</li> <li>• Scale up and build on what we know works</li> <li>• Trial new and innovative approaches to prevention</li> <li>• Research and evaluate to build our knowledge of what works</li> <li>• Engage and communicate with Victorians.</li> </ul> <p>The <a href="#">First Action Plan 2018-2021</a> outlines how the Victorian Government planned to progress phase one of Free from Violence over the first three years. The following five priority areas were identified in the action plan:</p> <ul style="list-style-type: none"> <li>• Build prevention structures and systems</li> <li>• Research and evaluate</li> <li>• Innovate and inform</li> <li>• Scale up and build on what we know works</li> <li>• Engage and communicate with the community.</li> </ul>
<b>Building from Strength: 10-year Industry Plan for Family Violence Prevention and Response</b>	<p><a href="#">Building from Strength: 10-year Industry Plan for Family Violence Prevention and Response</a> outlines the Victorian Government's long-term vision and plan for the workforces that prevent and respond to family violence.</p> <p>The strategy builds on four themes:</p> <ul style="list-style-type: none"> <li>• A system that works together.</li> <li>• Building prevention and response capability across the systems.</li> <li>• Strengthening the specialist family violence and primary prevention workforces.</li> <li>• Workforce health and wellbeing.</li> </ul>
<b>Absolutely Everyone: State Disability Plan 2017-2020</b>	<p><a href="#">Absolutely everyone</a> is the state disability plan 2017–2020 for the whole of the Victorian Government. The plan focuses on key areas to drive change such as adopting a universal design approach, changing attitudes, increasing access to affordable housing, public transport, schools and jobs.</p> <p>The next iteration of the plan is in consultation phase.</p>
<b>Women's Sexual and Reproductive Health: Key</b>	<p><a href="#">Women's sexual and reproductive health: key priorities 2017-2020</a> was the Victorian Government's plan to improve the sexual and reproductive health of all Victorian women. The plan focused on the following key priority areas:</p>

<p><b>priorities 2017-2020</b></p>	<ul style="list-style-type: none"> <li>• knowledge and awareness of factors that affect the ability to conceive a child</li> <li>• access to contemporary, safe and equitable fertility control services to enable Victorians to exercise their reproductive rights</li> <li>• early diagnosis, effective treatment and management of specific reproductive health issues, such as endometriosis, polycystic ovary syndrome and menopause, to reduce their impact on women's health, wellbeing and social participation</li> <li>• prevention, early diagnosis and treatment of sexually transmissible infections (such as chlamydia) to reduce their impact on women's sexual and reproductive health.</li> </ul> <p>There is no indication that a new plan will be released.</p> <p>Relevant document:</p> <ul style="list-style-type: none"> <li>• <a href="#">Women's Health Victoria: Delivering optimal sexual and reproductive health outcomes for Victorian women: Priorities for the next sexual and reproductive health plan 2021-2025</a></li> </ul>
<p><b>A Theory of Change in Sexual and Reproductive Health for Victorian Women</b></p>	<p><a href="#">A Theory of Change in Sexual and Reproductive Health for Victorian Women</a> was prepared by the Victorian Women's Health Services Sexual and Reproductive Health (SRH) Community of Practice (CoP). It was primarily developed to guide the collective and individual work of the women's health services and to track progress towards the vision for the rights of all Victorian women to optimal sexual and reproductive health and wellbeing to be fully realised.</p>
<p><b>Everybody Matters: Inclusion and Equity Statement</b></p>	<p><a href="#">Everybody Matters: Inclusion and Equity Statement</a> is a ten-year commitment that supports <a href="#">Ending Family Violence: Victoria's Plan for Change</a> to build an inclusive, safe, responsive and accountable family violence system for all Victorians. The Statement is a key response to the <a href="#">Royal Commission into Family Violence recommendations</a>, and represents a framework for building a more inclusive system through an investment in systemic change and through building our capabilities, knowledge and specialisation to achieve a system that is responsive to all. It recognises that inclusive and equitable responses to family violence need to complement the inclusive approach taken by the Victorian Government in preventing violence before it starts.</p>
<p><b>Justice Legislation Amendment (Supporting Victims and Other Matters) Act 2020</b></p>	<p>In November 2020, following the recent introduction of a sexual assault victim gag-law with silenced sexual assault survivors, the <a href="#">Justice Legislation Amendment (Supporting Victims and Other Matters) Act 2020</a> was passed. This is referred to as Jaime's law, named after survivor Jaime Lee Page. Adult survivors are once again free to self-identify in media, and for the first time they have the power to tailor their consent to certain news outlets. Survivors under the age of 18 also no longer require court orders to go public. The new process requires a letter of support from a recognised expert.</p> <p>This was in response to sustained <a href="#">#LetHerSpeak</a> / <a href="#">#LetUsSpeak</a> campaign pressure.</p>
<p><b>Change or Suppression (Conversion) Practices Prohibition Act 2021</b></p>	<p>The <a href="#">Change or Suppression (Conversion) Practices Prohibition Act 2021</a> was passed by the Victorian Parliament on 4 February 2021 and is an important step towards preventing and responding to the serious damage and trauma caused by change or suppression practices. It ensures LGBTQIA+ Victorians are able to live their lives authentically with pride, and makes clear that a person's sexual orientation and gender identity are not broken and do not need to be fixed.</p>

<b>Royal Commission into Victoria's Mental Health System</b>	<p>In February 2019, on advice from the Victorian Government, the Governor of the State of Victoria formally established the Royal Commission into Victoria's Mental Health System. This signalled that the state's mental health system was failing to support those who needed it. The Royal Commission delivered its <a href="#">Interim Report</a> in November 2019, outlining 9 interim recommendations to commence a new approach to mental health and wellbeing treatment care and support. Released in February 2021, the <a href="#">Final Report on the Royal Commission into Victoria's Mental Health System</a> outlines 65 recommendations to transform Victoria's mental health system.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• Women's Mental Health Alliance: <a href="#">Putting women in the picture: Alliance urges gender focus in implementations of historic mental health reforms</a></li> </ul>
<b>National Gender and Emergency Management Guidelines</b>	<p>The National Gender and Emergency Management Guidelines are high level and strategic guidelines, devised specifically as a gender-sensitive approach to the planning for and delivery of disaster relief and recovery.</p> <p>The resources can be found below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Gender and Emergency Guidelines</a></li> <li>• <a href="#">Gender and Emergency Guidelines Checklist</a></li> <li>• <a href="#">Gender and Emergency Management Literature Review</a></li> </ul>
<b>VicHealth Action Agenda for Health Promotion 2019-2023</b>	<p>In 2013, VicHealth released their <a href="#">Action Agenda for Health Promotion</a>, a 10-year plan with a vision for Victorians to enjoy better health and wellbeing by 2023.</p> <p>In 2019, VicHealth <a href="#">updated its Action Agenda</a> renewing their commitment to their strategic imperatives:</p> <ul style="list-style-type: none"> <li>• To increase physical activity levels of less active people</li> <li>• To further reduce tobacco use</li> <li>• To increase mental wellbeing</li> <li>• To further increase access to healthy foods and drinks</li> <li>• To prevent harm from alcohol products.</li> </ul>
<b>Inquiry into Homelessness in Victoria</b>	<p>The <a href="#">Inquiry into Homelessness in Victoria Final Report</a> was tabled in Parliament in March 2021. In the report, the Committee recommends a wide-ranging suite of measures aimed at achieving outcomes through an extensive effort towards early intervention to assist in the prevention of homelessness. The Committee calls for a two-pronged approach:</p> <ul style="list-style-type: none"> <li>• Strengthen early intervention measures to identify individuals at risk and prevent them from becoming homeless</li> <li>• Provide more long-term housing for the homeless.</li> </ul> <p>There was a total of 51 recommendations. The Victorian Government has six months to respond in writing to any recommendations that the Committee has made.</p>
<b>Inquiry into the public housing renewal program</b>	<p>The <a href="#">Inquiry into the Public Housing Renewal Program Final Report</a> was tabled in Parliament in June 2018. In the report, the Committee considers the adequacy of the proposed increase in public housing, and among other matters. The report included 28 recommendations, all of which were <a href="#">responded to by the Victorian Government</a>.</p>
<b>Family Violence Regional Integration Committees</b>	<p>The Royal Commission into Family Violence acknowledged the inherent value of regional integration. Report recommendation 193 recognised that <a href="#">Family Violence Regional Integration Committees (FVRICs)</a>, supported by Regional Integration Coordinators, should be part of the governance structure 'for implementing the</p>

	<p>Commission's recommendations and overseeing systemic improvements in family violence policy'. NIFVS is the partnership that provides family violence system leadership across Melbourne's northern metropolitan region.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">NIFVS Regional Integration Committee Strategic Plan 2019-2023</a></li> </ul>
<b>Specialist Family Violence Courts</b>	<p>To progress Recommendation 60 of Victoria's Royal Commission into Family Violence (RCFV), the <a href="#">Magistrates' Court Act 1989</a> (Vic) was amended in 2018 to include the Specialist Family Violence Court (SFVC) Division. The Royal Commission recommended that SFVCs be established at 14 courts. The first SFVC was launched at Shepparton in October 2019. Since then, SFVCs at Ballarat and Moorabbin have commenced operations. SFVC construction work at Heidelberg and Frankston have been completed and these locations will commence in 2021.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Umalek Balit</a>, the culturally safe and relevant program for Aboriginal and Torres Strait Islander families who come to specific Magistrates' Court locations for family violence related proceedings.</li> </ul>
<b>Women's refuges</b>	<p>The Victorian Government has provided \$23.9 million between 2018-19 and 2019-20 for crisis accommodation, which includes implementation of Family Violence Refuge and Crisis Case Management Responses, supporting a move towards the 'core and cluster' model of housing. The Victorian Government is developing <a href="#">17 Director of Housing owned family violence refuges</a> and constructing two new refuges specifically for Aboriginal victim survivors of family violence. The Victorian 2020-21 State Budget provided \$18 million over two years to enable the redeveloped refuges to operate at full capacity.</p>
<b>Sexuality and Consent Education Policy</b>	<p>The purpose of the <a href="#">Sexuality and Consent Education Policy</a> is to emphasise the importance of sexuality educations in Victorian government schools, including the reaching of consent, and to explain the role that principals, teaching staff and the school community, play in providing sexuality education to students.</p> <p>The policy states that all students must receive comprehensive and age-appropriate sexual health education aligned to the Victorian Curriculum, including the teaching of consent. However, a parent or carer may decide not to allow their child to participate in the sexual health component of the school's health education.</p> <p>This policy was released in March 2021, following weeks of focus on the issue of consent nationally and troubling allegations of assault and harassment by school students.</p> <p>Related:</p> <ul style="list-style-type: none"> <li>• <a href="#">Teach us Consent Petition</a></li> <li>• Federal Government's <a href="#">Respect Matters Campaign</a> which faced harsh criticism.</li> <li>• <a href="#">NSW consent law reforms</a>: May 2021.</li> </ul>
<b>Racial and Religious Tolerance Amendment Bill 2019</b>	<p>Proposed by Fiona Patten MP, Leader of the Reason Party, the <a href="#">Racial and Religious Tolerance Amendment Bill 2019</a> serves to amend and rename the <a href="#">Racial and Religious Tolerance Act 2001</a> to extend those protections to vilification based on gender, disability, gender identity, sex characteristics and sexual orientation. The second reading of the Bill was moved in August 2019.</p>

<b>Abortion law</b>	<p>The <a href="#">Abortion Law Reform Act 2008</a> decriminalised abortion. Under the Act, a woman can access abortion up to a gestational limit of 24 weeks. Beyond that, a medical practitioner can provide an abortion if another medical practitioner agrees that an abortion is appropriate in all the circumstances. Medical practitioners who object to abortion do not have to provide information to a client but are required to refer the client to another doctor who can provide the information.</p> <p>Other key events:</p> <ul style="list-style-type: none"> <li>• In August 2015, Fiona Patten MP introduced a private members bill to amend the <a href="#">Public Health and Wellbeing Act (Safe Access Zones)</a>. Following extensive negotiation, she garnered Government support for this reform, which passed the Victorian Parliament on 27 November 2015 and became law in Victoria on 2 May 2016.</li> <li>• Fiona Patten MP tabled an <a href="#">adjournment</a> asking for nurse-led medical abortion care in Victorian Parliament in May 2021.</li> <li>• The Federal Government has announced it is removing the requirement that patients have a pre-existing relationship with a doctor for telehealth for particular types of consultations including sexual and reproductive health and pregnancy counselling. This is a positive step for all people who need access to services such as medical abortion and who may not want to see a regular doctor for these issues.</li> </ul>
<b>Review to make recommendations for the decriminalisation of sex work</b>	<p>Fiona Patten MP, Leader of the Reason Party, is leading a targeted <a href="#">review to consider the decriminalisation of sex work</a> in Victoria in order to achieve better public health and human rights outcomes.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">GENVIC submission to the Inquiry into the decriminalisation of sex work</a> (endorsed by WHIN).</li> </ul>
<b>Victorian Population Gambling and Health Study 2018-2019</b>	<p><a href="#">This report</a> from the Victorian Responsible Gambling Foundation details results from a large general population survey on gambling participation, gambling problems and gambling-related harm in the state of Victoria, Australia conducted between September 2018 and January 2019.</p> <p>The study is the third of its kind in Victoria. Previous studies were conducted in 2014 and 2008. The latest study differs from earlier surveys in that it includes new elements that better align the investigation with a public health approach through the consideration of gambling harm in the broader community.</p>
<b>Women's Mental Health Alliance</b>	<p>Women's Health Victoria established the <a href="#">Women's Mental Health Alliance</a> in 2019 in the context of the Royal Commission into Victoria's Mental Health System. The Alliance provides expert advice to policy makers and health services on the mental health of women and girls, and undertakes advocacy to ensure all women have access to evidence-based, gender-sensitive and trauma-informed mental health support.</p> <p>WHIN is a member of the Alliance.</p>
<b>Women's Health Atlas</b>	<p>The Victorian <a href="#">Women's Health Atlas</a> was developed by Women's Health Victoria, in collaboration with other state-wide and regional women's health services and Family Planning Victoria, as a tool to assist in the identification of gender impacts on key health areas. The Atlas provides a coordinated State approach to support women's health services and other health planners, to enable comparison between local government areas, regions, and the state. The purpose of the Atlas is to increase the</p>



	<p>availability of reliable data for evidence-based decisions about service design, emerging priorities, and program planning. The Atlas data is organised under six themes:</p> <ul style="list-style-type: none"> <li>• Sexual and reproductive health</li> <li>• Violence against women</li> <li>• Mental health</li> <li>• Cancer</li> <li>• Avoidable mortality</li> <li>• Gender equality.</li> </ul>
<b>Victoria's Homelessness and Rough Sleeping Action Plan 2018</b>	<p><a href="#">Victoria's Homelessness and Rough Sleeping Action Plan</a> is a long-term strategy to reduce the incidence and impacts of homelessness in the state. The Victorian Auditor-General's Office (VAGO) performed a <a href="#">performance audit of the action plan</a> and made 13 recommendations. DHHS has welcomed and responded to these recommendations.</p>
<b>Victoria's Climate Change Adaptation Plan 2017-2020</b>	<p>On 23 February 2017, the Climate Change Bill successfully passed through the Victorian Parliament, creating a new <a href="#">Climate Change Act</a>. This new legislation was a crucial step in positioning Victoria as a leader in climate change action. <a href="#">Victoria's Climate Change Adaptation Plan 2017-2020</a> was then released to lay the foundation for transforming our approach to adaptation.</p> <p>Relevant resource:</p> <ul style="list-style-type: none"> <li>• <a href="#">Climate Change Adaptation Snapshot: Greater Melbourne</a></li> </ul>
<b>Gender Equity Victoria</b>	<p>Formerly known as the Women's Health Association of Victoria, Gender Equity Victoria (GEN VIC) is the Victorian peak body for gender equity, women's health and the prevention of violence against women.</p> <p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">GEN VIC Strategic Plan 2018-2021</a></li> <li>• <a href="#">GEN VIC's 20/21 Pre-Budget Statement</a></li> <li>• <a href="#">GEN VIC's Submission to the 2021-2022 Victorian State Budget</a></li> <li>• <a href="#">Don't read the comments: Enhancing online safety for women working in the media</a></li> </ul>
<b>1800 My Options</b>	<p>1800 My Options is a confidential and free phone line and online service, giving people information about contraception, pregnancy options (including abortion) and sexual health, with links to relevant services that can meet their needs in Victoria. The service was first launched in March 2018 as part of the Women's sexual and reproductive health: key priorities 2017-2020. 1800 My Options is a service of Women's Health Victoria and is supported by the Victorian Government. <a href="#">An independent, external evaluation of our service by the Nossal Institute for Global Health in 2020</a> found that 1800 My Options increases timely access to essential sexual and reproductive health services, reduces stigma around abortion and contraception, and services diverse communities across Victoria. In March 2021, the Minister for Health announced \$1.67 million in funding for the service for a further four years.</p>
<b>Primary Care Partnerships</b>	<p>Victoria's <a href="#">Primary Care Partnership (PCP)</a> strategy brings together local health and human service providers who work together within voluntary alliances to improve access to services and provide continuity of care for people in their community.</p>

	<p>The Minister for health provided an update on the PCP Program in March 2021, announcing that funding arrangements for the PCP Program will remain in place until 31 March 2022.</p> <p>WHIN's catchment includes <a href="#">Hume-Whittlesea PCP</a>, <a href="#">Inner North West PCP</a> and <a href="#">North East Healthy Communities</a>.</p>
<b>Victorian's Experiences of Sexism and Sexual Harassment While Working Remotely Due to the Coronavirus</b>	<p><a href="#">Victorian's Experiences of Sexism and Sexual Harassment While Working Remotely Due to the Coronavirus</a> details findings in relation to the rate at which Victorian's experience and witness sexism and sexual harassment when working remotely, and the instances of and barriers to taking action in response. This report was created by The Behavioural Insights Team in partnership with VicHealth and the Victorian State Government.</p>
<b>COVID-19</b>	<p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">VicHealth Coronavirus Victorian Wellbeing Impact Survey</a></li> <li>• GEN VIC Gender, Disaster and Resilience: Towards a Gender Equal Recovery <ul style="list-style-type: none"> <li>○ <a href="#">Gender equity and COVID-19</a></li> <li>○ <a href="#">Economic security for women</a></li> <li>○ <a href="#">Women's mental health in the context of COVID-19</a></li> <li>○ <a href="#">Preventing violence against women</a></li> <li>○ <a href="#">Sexual and reproductive health in the context of COVID-19</a></li> </ul> </li> <li>• <a href="#">Victorian Government put \$20 million towards 'new way' of reducing family violence during coronavirus crisis</a></li> </ul>
<b>Victorian equal opportunity and human rights commission independent review into Victoria police</b>	<p>In 2014, Victoria Police engaged the Commission to complete an independent review into sex discrimination and sexual harassment, including predatory behaviour, in its organisation. At the time, many of Victoria Police's female employees were experiencing sex discrimination and sexual harassment at work, resulting in profound and lasting harm. In addition to providing a safe working environment for its employees, Victoria Police knew that addressing workplace harm in its own organisation would also improve its response to gendered violence in the community.</p> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Phase 1 Report</a></li> <li>• <a href="#">Phase 2 Report</a></li> <li>• <a href="#">Phase 3 Report</a></li> <li>• <a href="#">Proud, visible, safe: Responding to workplace harm experienced by LGBTI employees in Victoria Police</a></li> </ul>
<b>Review of Sexual Harassment in Victorian Courts</b>	<p>The independent review of sexual harassment in the context of Victoria's courts, considered sexual harassment within:</p> <ul style="list-style-type: none"> <li>• Supreme Court of Victoria</li> <li>• County Court of Victoria</li> <li>• Magistrates' Court of Victoria</li> <li>• Victorian Civil and Administrative Tribunal (VCAT)</li> <li>• Coroners Court of Victoria</li> <li>• Children's Court of Victoria</li> <li>• Court Services Victoria (CSV)</li> </ul> <p>The <a href="#">Report and Recommendations</a> were published in March 2021.</p>



<b>FARREP</b>	The Family and Reproductive Rights Education Program (FARREP) continues to run as a state-wide community education program providing sexual and reproductive health information to communities from countries that traditionally practice female genital cutting. FARREP is funded by the Department of Health.
<b>shEqual</b>	<p>shEqual is the first coordinated effort in Australia to promote gender equality and address the drivers of violence against women in the advertising setting. shEqual's mission is to raise industry and public awareness, reinforce positive behaviours, and empower people to take action in shaping how women are represented in the stories told and consumed.</p> <p>Relevant documents:</p> <ul style="list-style-type: none"> <li>• <a href="#">Seeing is believing: A national framework for championing gender equality in advertising</a></li> </ul>
<b>Enhancing work-life balance: A better system for paid parental leave</b>	This <a href="#">KPMG report</a> discusses recommendations for Australia to move to a model of gender equality for child-rearing, to replace the paid parental leave system.

## Regional Context

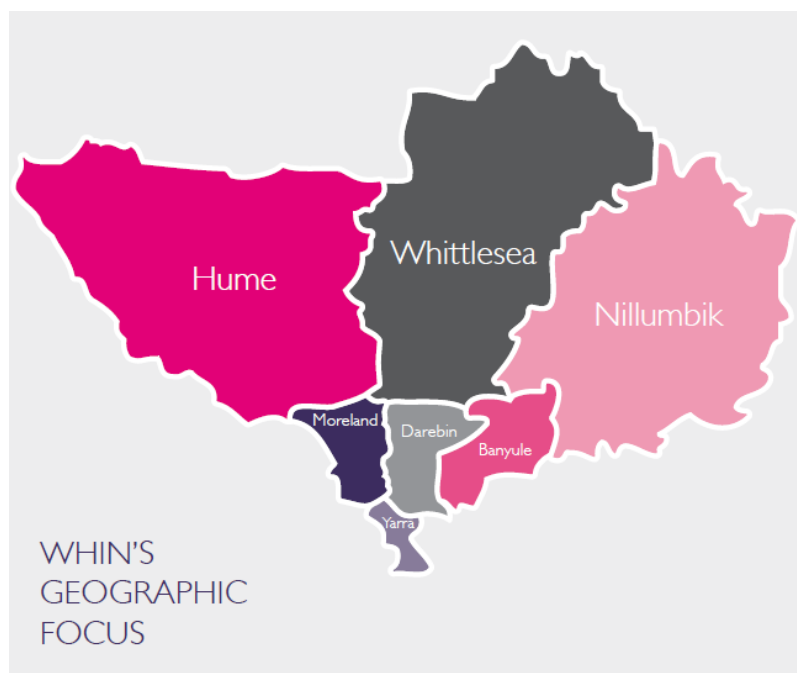
**Table 4. Policy and legislative landscape: Regional**

	Summary
Resilient Melbourne	Melbourne's first resilience strategy <a href="#">Resilient Melbourne</a> was endorsed by the City of Melbourne's <a href="#">Future Melbourne Committee on 17 May 2016</a> . It is the first resilience strategy produced by any Australian city; and is the result of the work of more than 1,000 individuals from 230 organisations, Melbourne's 32 local councils, and many Victorian Government departments.
Plan Melbourne 2017-2050	<a href="#">Plan Melbourne</a> is a long-term plan to accommodate Melbourne's future growth in population and employment. A separate five-year implementation plan has been developed as a companion document to Plan Melbourne. The Implementation Plan sets out how Plan Melbourne will be delivered, with particular focus on the short-term actions essential for successful implementation.
Adaptation In the North 2014	This report by the Northern Alliance for Greenhouse Action (NAGA), <a href="#">Adaptation in the North</a> , outlines projected climate changes and associated impacts for the region, the services, ecosystems and populations most vulnerable to these impacts, and actions required to reduce these vulnerabilities.
Online family violence intervention order	Heidelberg and Broadmeadows Magistrates' Courts now provide the option of Family Violence Intervention Order (FVIO) online applications. This means Affected Family Members (AFMs) can <a href="#">apply online</a> for an FVIO. The Neighbourhood Justice Centre also has an online FVIO application process, which they implemented in 2015. Other courts across the state are also progressively moving towards online FVIO applications.
Council plans	This <a href="#">hyperlink</a> connects to the Municipal Association of Victoria website hosting the municipal public health and wellbeing plans and related documents for the local government areas in the NMR. These plans span 2017-2021, and the next planning process is underway.

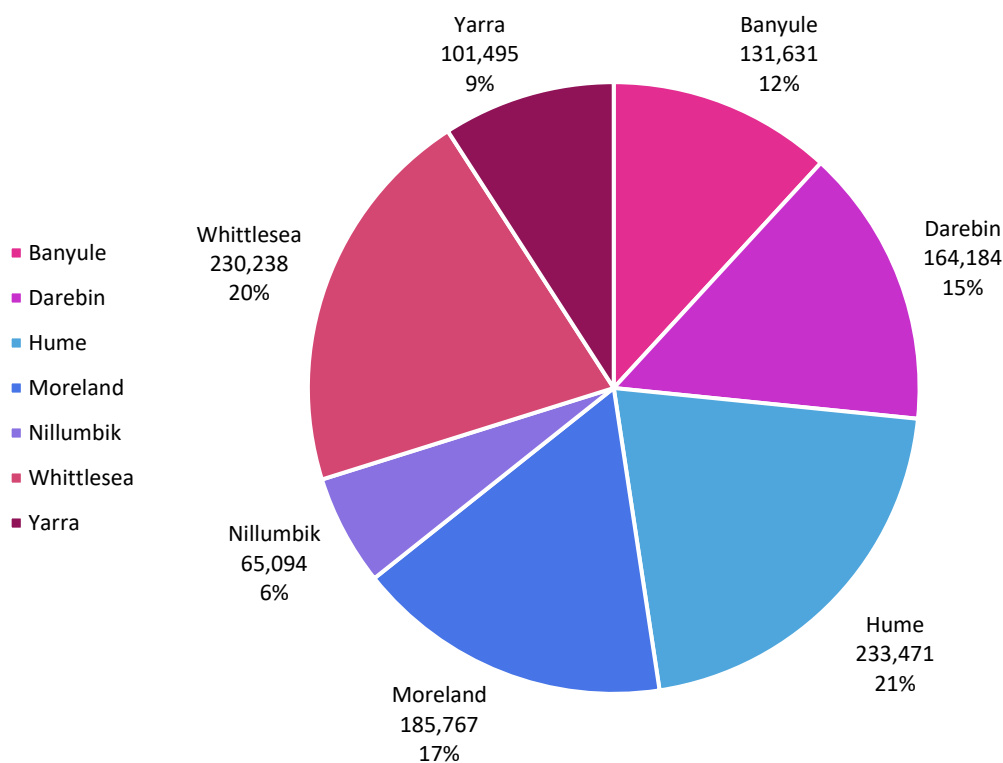
## The Northern Metropolitan Region

The northern metropolitan region (NMR) of Melbourne spans seven local government areas (LGAs) from the inner-city area of Richmond to the rural areas of the Kinglake Ranges. The LGAs included in the region are Banyule, Darebin, Hume, Moreland, Nillumbik, Whittlesea and Yarra.

Diverse in ethnicity, socioeconomic status and infrastructure, the NMR covers an area of more than 1600 square kilometres and is home to over 1.1 million people, representing almost 17% of the Victorian population. Of this population, 561,144 are female and 550,736 are male. Data representing transgender and gender diverse people is not currently available. Hume and Whittlesea comprise the largest proportions of the NMR population (see Figure 1).



**Figure 1. Population distribution by LGA, 2016**



ABS, 2016

## Our Region's Diversity

Health prevention and response requires a strong understanding of the social determinants of health. The social determinants framework illustrates how environmental and economic factors influence health outcomes. Recognising the diversity of the NMR is central to understanding variations in health outcomes across the population, and how different systems and structures intersect and impact upon the health, safety and wellbeing of women and gender-diverse people in the region.

Much of the publicly available regional data is recorded from one perspective rather than multiple. To improve the social determinants of health, we must take an intersectional approach and view the available data as a whole, rather than from a single-issue lens.

### Aboriginal and Torres Strait Islander Population

In 2016, the total Aboriginal and Torres Strait Islander population was 6,391 within the NMR (Greater Dandenong, 2018). The municipalities of Darebin, Hume and Whittlesea had the highest number of Aboriginal and Torres Strait Islander individuals.

The gap in health status between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Australians remains unacceptably wide and has been identified by the United Nations as a human rights concern. This health inequality is determined by a myriad of factors including, but not limited to, systemic racism, the ongoing effects of colonisation and a lack of access to culturally safe healthcare and health infrastructure.

**Table 5. Aboriginal and Torres Strait Islander Population by LGA, 2016**

	Total population by number	% of total population
Banyule	706	0.6
Darebin	1167	0.8
Hume	1456	0.7
Moreland	813	0.5
Nillumbik	232	0.4
Whittlesea	1635	0.8
Yarra	382	0.4
NMR	6391	0.6

Greater Dandenong, 2018

### LGBTQIA+ Communities within the NMR

Exact numbers and statistics about the numbers of people within the NMR who identify as belonging to the LGBTQIA+ community are difficult to ascertain due to paucity of data. Nevertheless, the Australian Human Rights Commission's Face the Facts report estimates that up to 11 in 100 Australians may have a diverse sexual orientation, sex, or gender identity (AHRC, 2014). It is also estimated that 34% of LGBTQIA+ people hide their identity when accessing services, 42% hide their identity at social and community events, and 39% hide their identity at work.

It is anticipated that the updated [Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, 2020](#) will yield a clearer representation of the LGBTQIA+ community in the upcoming 2021 census.

## Disability

Persons living with a severe or profound disability are those needing help or assistance in one or more of the three core activity areas of self-care, mobility, and communication, because of a disability, long-term health condition (lasting six months or more) or old age. Within the NMR, persons living with a severe or profound disability varies across municipalities. Consistently, there is a higher percentage of females living with a severe or profound disability than males.

Women with disabilities experience disadvantage across multiple levels, including economic insecurity, social exclusion and significant levels of violence and discrimination. Reduced access to health information and healthcare services, ableist policies and programs, and a largely inaccessible environment restrict opportunities for equal participation in society and optimal health outcomes.

## Carers

The NMR is also home to many people who care for someone with a disability. Percentages of people providing unpaid care to a person with a disability vary across municipalities. It should be noted that carers are predominantly female across all LGAs.

**Table 6. Percentage of persons with a severe or profound disability by LGA, 2016**

	% of females with a disability	% of males with a disability
Banyule	5.7	4.8
Darebin	7.1	5.8
Hume	7.1	6.4
Moreland	7.5	5.7
Nillumbik	3.5	3.3
Whittlesea	6.4	5.7
Yarra	4.3	3.4

Greater Dandenong, 2018

**Table 7. Percentage of persons aged 15 years or older providing unpaid assistance to a person with a disability by LGA, 2016**

	% of females	% of males
Banyule	15.0	10.7
Darebin	12.8	9.2
Hume	14.9	10.1
Moreland	13.2	9.2
Nillumbik	16.1	10.1
Whittlesea	14.0	9.6
Yarra	10.1	7.4

ABS, 2016

### Young people within the NMR

The NMR is home to a significant number of young people. LGAs Hume and Whittlesea have substantial populations within the ages 0-14, with 22.4% and 21.5% respectively. These proportions reflect the many young families attracted to the growth corridor.

**Table 8. Percentage of young people by age group and LGA, 2016**

	% aged 0-14 years	% aged 15-24 years
Banyule	18.3	12.0
Darebin	16.1	12.8
Hume	22.4	14.8
Moreland	16.1	12.7
Nillumbik	20.0	14.2
Whittlesea	21.5	13.0
Yarra	11.3	11.7
NMR	18.5	13.1

The State of Victoria, DELWP, 2019

### Older people within the NMR

The proportion of older people in the NMR varies by LGA. Banyule has the highest percentage of persons aged 65+ with 16.9%.

The number of older people in the population is projected to increase in coming years with an increase in average life expectancy, and the 'baby-boomer' generation reaching older age.

**Table 9. Percentage of older people by age group and LGA, 2016**

	% aged 65-74 years	% aged 75-84 years	% aged 85+ years
Banyule	9.2	5.1	2.6
Darebin	6.4	5.1	2.5
Hume	6.3	2.9	0.9
Moreland	5.9	5.0	2.5
Nillumbik	8.5	3.1	1.0
Whittlesea	6.7	3.6	1.1
Yarra	6.1	3.1	1.2
NMR	6.8	4.0	1.7

The State of Victoria, DELWP, 2019

## Single Parent Families

Of the total number of lone parent families in the NMR, 82.3% of those families are female-headed, Furthermore, women account for 95.9% of people accessing parenting payments (single parents) (REF)

**Table 10. Single parent families by LGA, 2016**

	Number	% female-headed single parent families
Banyule	4173	82
Darebin	5621	82
Hume	9223	83
Moreland	5792	83
Nillumbik	1968	79
Whittlesea	8763	84
Yarra	2646	83
Victoria	237516	82

Greater Dandenong, 2018

## Ethnicity

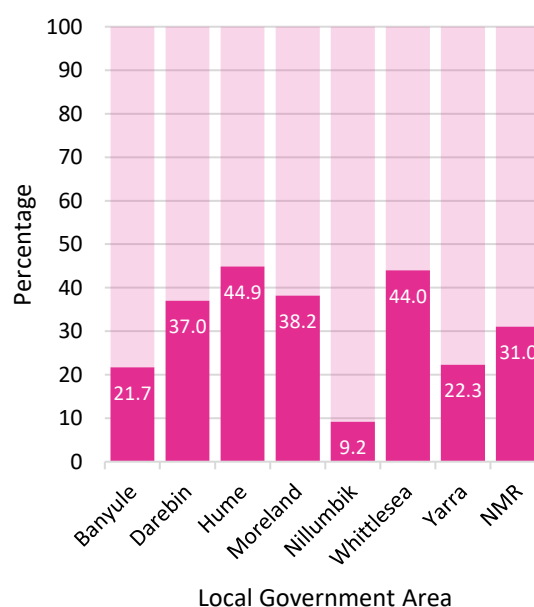
The NMR is incredibly diverse in ethnicity, yet this varies between municipalities. In Hume, 38.4% of the population was born overseas, while Nillumbik's overseas born population is 16.3%. This variation is also reflected in percentages of persons who speak a language other than English at home, with 44.9% and 9.2% for Hume and Nillumbik respectively (see Figure 2). Table 12 reflects the diversity of these languages across the region.

**Table 11. Persons born overseas by LGA, 2016**

	Total population by number	% of total population
Banyule	28432	24.6
Darebin	48732	35.9
Hume	70370	38.2
Moreland	55106	36.4
Nillumbik	9553	16.3
Whittlesea	70038	37.8
Yarra	25026	32.1
NMR	307257	31.6

Greater Dandenong, 2018

**Figure 2. Percentage of persons who speak a LOTE at home, 2016**



The State of Victoria, DPC, 2018

**Table 12. Top 20 LOTE spoken at home by females by LGA, 2016.**

#	LOTE	Banyule	Darebin	Hume	Moreland	Nillumbik	Whittlesea	Yarra	NMR
1	Italian	1964	5359	1676	7129	527	5297	831	22783
2	Greek	1319	4829	279	3894	301	3815	1222	15659
3	Arabic	594	2183	782	3908	78	4885	364	12794
4	Mandarin	2227	2772	575	1746	313	2333	1080	11046
5	Vietnamese	478	1811	1811	794	44	2477	1939	9354
6	Macedonian	449	1134	174	145	141	5080	97	7220
7	Punjabi	132	550	627	357	35	2866	25	4592
8	Cantonese	696	972	187	576	80	803	682	3996
9	Hindi	299	669	179	558	49	1675	89	3518
10	Turkish	58	193	291	1493	38	884	126	3083
11	Spanish	309	600	152	784	93	478	465	2881
12	Urdu	62	267	111	1477	15	530	26	2488
13	Sinhalese	227	228	151	373	44	974	29	2026
14	Nepali	33	411	131	1082	0	272	25	1954
15	Somali	520	305	417	74	5	277	233	1831
16	Maltese	59	152	572	424	41	503	31	1782
17	German	255	254	422	322	153	134	213	1753
18	Tamil	223	224	70	171	10	1012	41	1751
19	Persian (ex. Dari)	309	220	220	230	59	639	65	1742
20	Tagalog	143	251	310	301	18	614	59	1696

ABS, 2016



## Socio-economic Advantage/Disadvantage

**Table 13. Median weekly income for persons over the age of 15 by LGA, 2016**

	Median weekly income (personal)
Banyule	\$728
Darebin	\$650
Hume	\$529
Moreland	\$680
Nillumbik	\$784
Whittlesea	\$591
Yarra	\$1039
NMR	\$714
Victoria	\$644
Australia	\$662

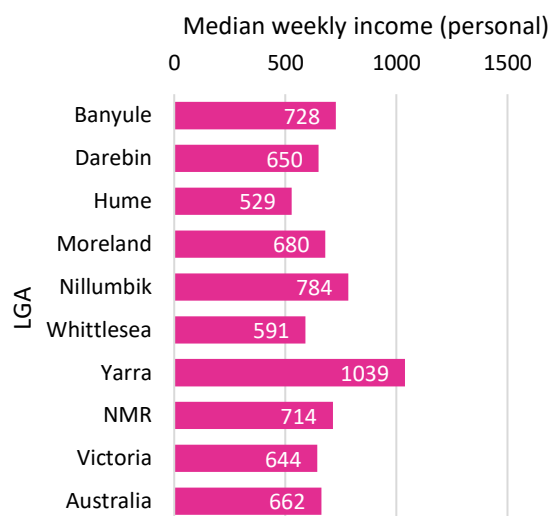
ABS, 2016

**Table 14. Percentage of females and males earning less than the minimum weekly wage (\$0 to \$649) by LGA, 2016**

	% of females	% of males
Banyule	41.4	28.4
Darebin	42.7	33.2
Hume	47.6	32.9
Moreland	42.3	32.1
Nillumbik	40.2	24.9
Whittlesea	46.3	30.9
Yarra	30.4	23.7
NMR	41.6	29.4
Victoria	45.7	32.5

Women's Health Victoria, 2021

**Figure 3. Median weekly income for persons over the age of 15 by LGA, 2016**



ABS, 2016

**Table 15. Percentage of females and males earning above the minimum weekly wage (\$650+) by LGA, 2016**

	% of females	% of males
Banyule	35.4	47.0
Darebin	34.4	42.2
Hume	24.6	37.7
Moreland	35.3	44.2
Nillumbik	35.5	49.7
Whittlesea	27.3	41.2
Yarra	49.2	55.3
NMR	34.5	45.3
Victoria	29.3	37.7

Women's Health Victoria, 2021

## Disadvantage rank – Victoria

The ABS broadly defines relative socio-economic advantage and disadvantage in terms of people's access to material and social resources and their ability to participate in society. A low score indicates relatively greater disadvantage in general and may indicate many households with low income, many people with no qualifications or many people in low skill occupations. Indexes of disadvantage vary greatly across the NMR. Nillumbik has the highest index rating in Victoria, indicating a lack of disadvantage in comparison to the rest of the state, in general. Hume, however, has a low score indicating greater disadvantage in general.

**Table 16. Index of relative socio-economic disadvantage by LGA, 2016**

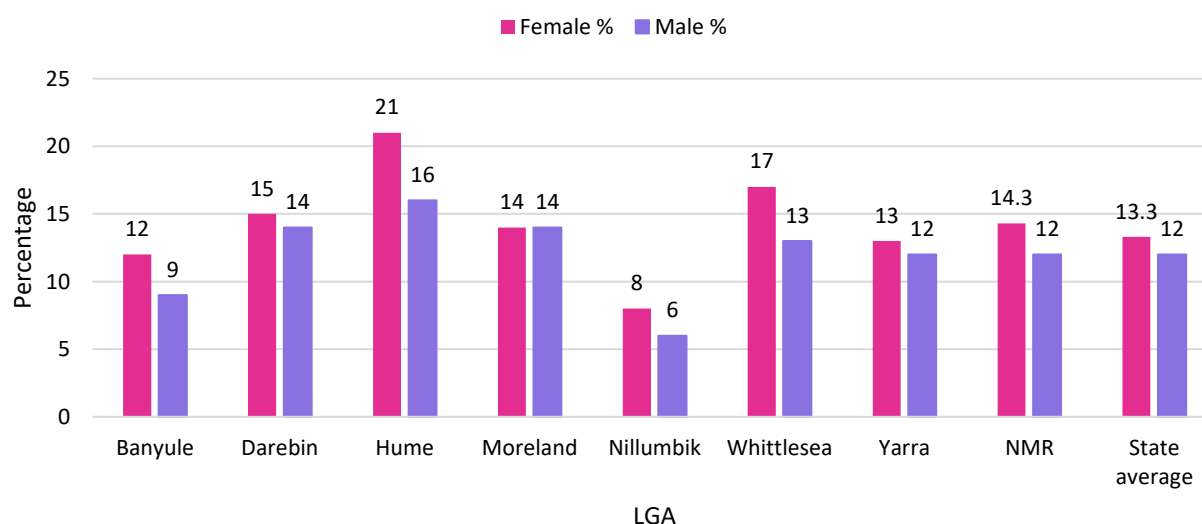
	Ranking within Victoria
Banyule	70
Darebin	50
Hume	13
Moreland	54
Nillumbik	80
Whittlesea	36
Yarra	63

ABS, 2016

## Poverty

Poverty rates vary widely across the NMR with 21% of women in Hume living below the poverty line (\$353.45 per week after housing costs), compared to 6% of women in Nillumbik. Across all LGAs except for Moreland, women experience poverty at a higher rate than men.

**Figure 4. Percentage of females and males aged 15 years and over who live in households with disposable income of less than \$353.45 per week (after housing costs are taken into account) by LGA, 2016**



Women's Health Victoria, 2021

## Homelessness

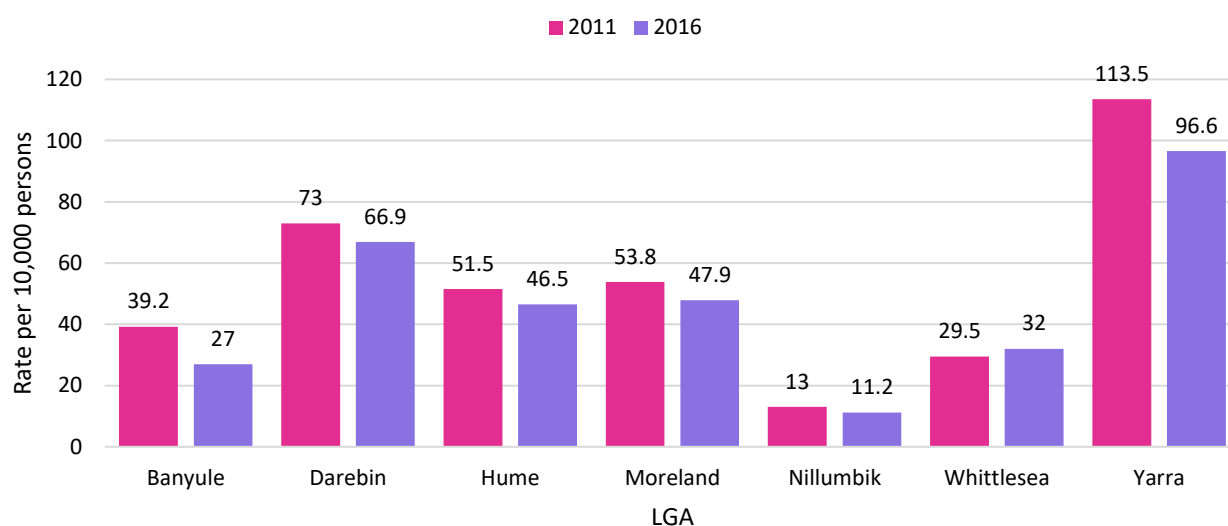
Homelessness remains a significant issue in the NMR. Between 2011 and 2016, all LGAs (except for Whittlesea) have seen a reduction in the rate of persons experiencing homelessness per 10,000 people.

**Table 18. Homelessness rate per 10,000 persons by LGA, 2011 and 2016**

	2011	2016
Banyule	39.2	27
Darebin	73	66.9
Hume	51.5	46.5
Moreland	53.8	47.9
Nillumbik	13	11.2
Whittlesea	29.5	32
Yarra	113.5	96.6

ABS, 2016

**Figure 5. Homelessness rate per 10,000 persons by LGA, 2011 and 2016**



ABS, 2016

## Trends and Forecasts

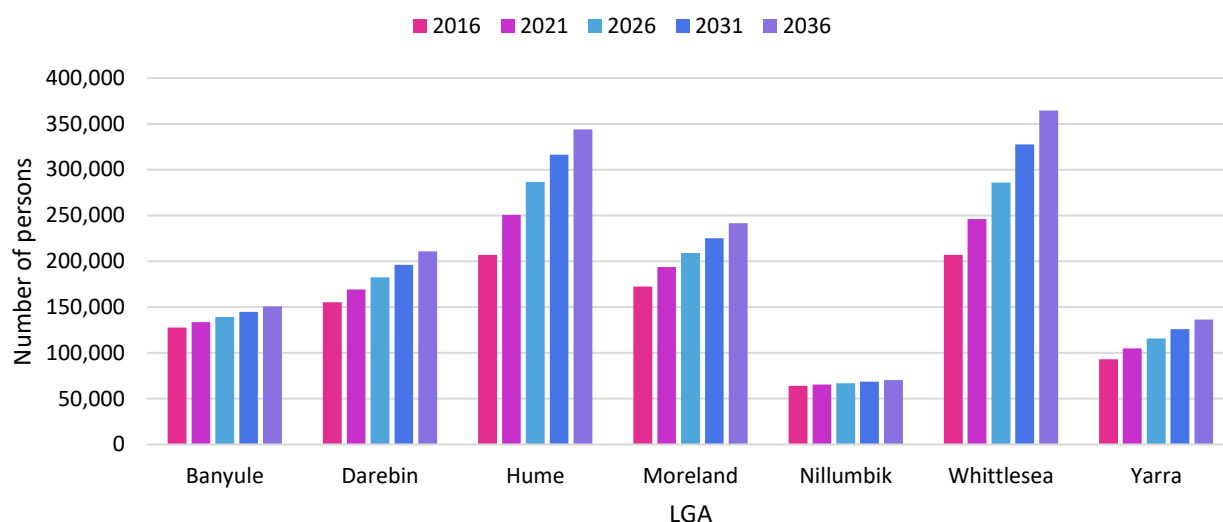
### Understanding the Region – Economy and Society

#### Growth and change

Population projections are important tools to forecast future demographic characteristics and trends, as well as to gauge future demand for services in the region. Victoria in Future projects population and households based on trends and assumptions for births, life expectancy, migration and living arrangements across the state.

By 2036, The NMR population is expected to increase from approximately 1.026 million estimated residents in 2016 across all seven LGAs to 1.518 million in 2036 (see Figure 6 and Table 19). Across Victoria, Whittlesea has the fourth highest projected population growth for an LGA between 2016 to 2036 with an additional 157,000+ people. It is also important to note the projected changes in age distribution for women in the NMR and consider the changing needs of this population (see Tables 20 and 21, and Figure 7 below).

**Figure 6. Estimated resident population for local government areas 2016 to 2036 (total persons)**



The State of Victoria, DELWP, 2019

**Table 19. Estimated resident population for local government areas, 2016 to 2036**

	Banyule	Darebin	Hume	Moreland	Nillumbik	Whittlesea	Yarra	NMR
2016	127,447	155,126	207,041	172,294	64,174	207,058	92,894	1,026,034
2021	133,602	169,052	250,522	193,619	65,370	246,011	104,905	1,163,081
2026	139,080	182,406	286,532	209,081	66,760	285,917	115,587	1,285,363
2031	144,679	196,028	316,240	224,995	68,410	327,471	125,856	1,403,679
2036	150,761	210,649	343,989	241,544	70,314	364,453	136,454	1,518,164
Overall increase	23,314	55,523	136,948	69,250	6,140	157,395	43560	492,130

The State of Victoria, DELWP, 2019

**Table 20. Age distribution of females by LGA, 2016**

	0 -14 years	15-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65-74 years	75-84 years	85+ years	Total number
Banyule	16.8%	10.9%	13.2%	13.5%	12.8%	11.6%	9.0%	9.0%	3.1%	67,488
Darebin	15.1%	12.6%	19.3%	15.1%	12.7%	9.1%	6.6%	6.6%	3.0%	80,451
Hume	21.0%	13.9%	15.7%	13.2%	12.9%	9.6%	6.2%	6.2%	1.1%	106,747
Moreland	15.4%	12.4%	21.5%	15.1%	11.5%	8.7%	6.2%	6.2%	3.0%	87,754

Nillumbik	18.5%	12.8%	9.2%	13.0%	15.8%	13.5%	8.0%	8.0%	1.3%	33,960
Whittlesea	20.0%	12.3%	17.2%	14.1%	12.0%	9.8%	6.6%	6.6%	1.3%	107,277
Yarra	10.7%	12.1%	29.9%	14.6%	10.3%	8.9%	6.1%	6.1%	1.3%	48,829
NMR	17.4%	12.5%	18.1%	14.1%	12.4%	9.9%	6.8%	6.8%	2.0%	532,506

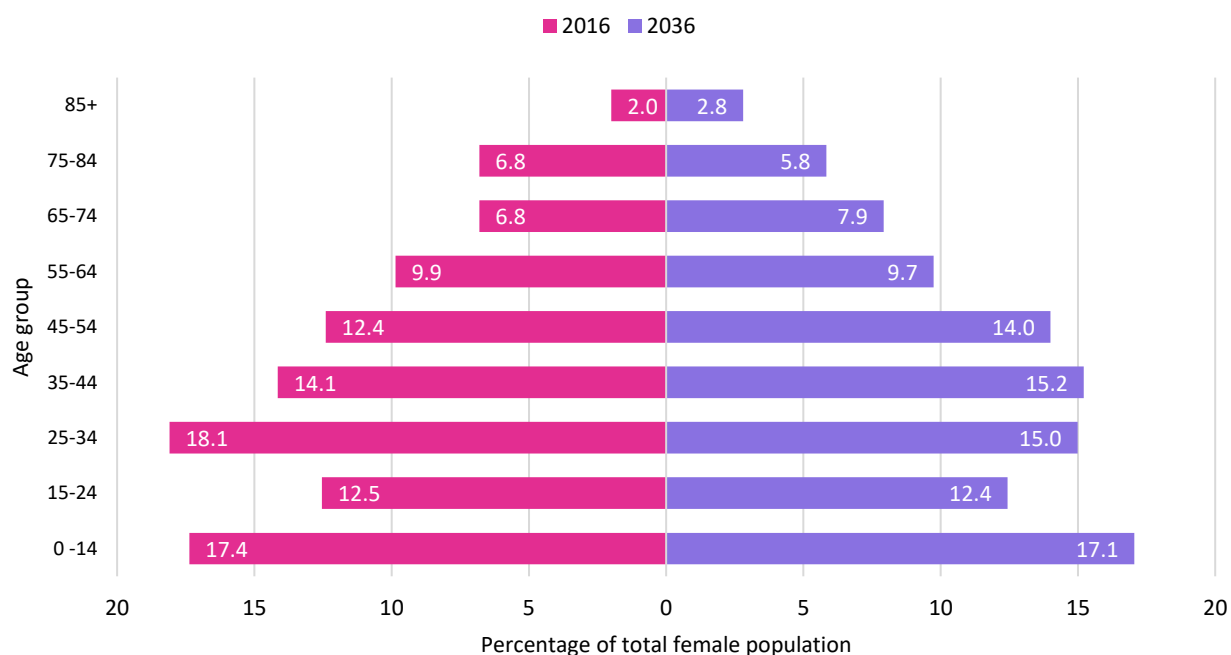
The State of Victoria, DELWP, 2019

**Table 21. Age distribution of females by LGA, 2036**

	0-14 years	15-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65-74 years	75-84 years	85+ years	Total number
Banyule	15.9%	12.5%	12.1%	12.4%	13.2%	11.5%	9.7%	8.7%	4.1%	76,768
Darebin	14.5%	11.8%	17.5%	16.2%	13.4%	10.0%	8.2%	5.4%	3.0%	106,466
Hume	19.7%	13.8%	12.3%	13.8%	13.9%	9.8%	8.5%	5.8%	2.4%	171,987
Moreland	15.1%	11.3%	18.3%	17.4%	14.3%	9.2%	6.9%	4.8%	2.6%	120,918
Nillumbik	16.3%	11.8%	8.9%	12.5%	13.7%	11.7%	11.4%	9.7%	4.0%	35,531
Whittlesea	20.1%	13.6%	12.9%	14.7%	14.5%	9.4%	7.0%	5.3%	2.6%	182,751
Yarra	11.3%	9.3%	24.1%	19.2%	14.5%	8.3%	6.4%	4.7%	2.2%	69,078
NMR	17.1%	12.4%	15.0%	15.2%	14.0%	9.7%	7.9%	5.8%	2.8%	763,499

The State of Victoria, DELWP, 2019

**Figure 7. Age distribution of females in the NMR, 2016 and 2036**



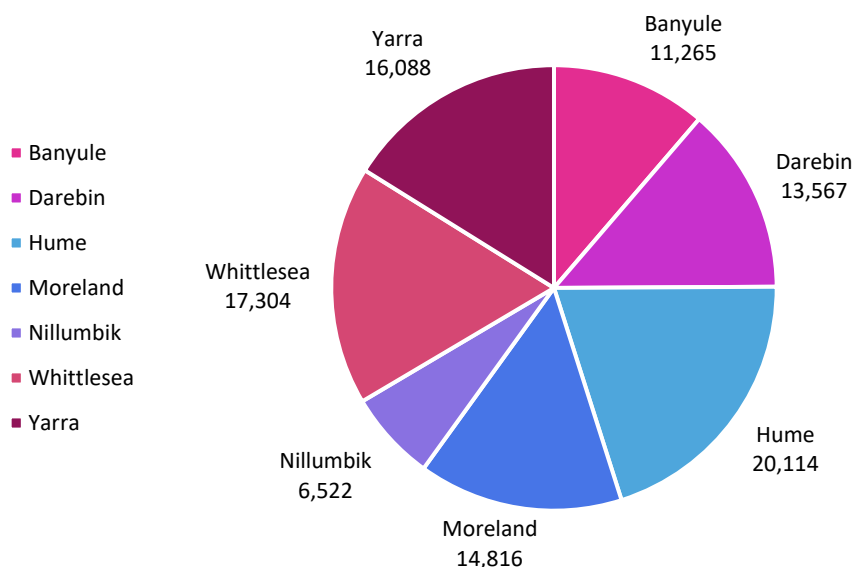
The State of Victoria, DELWP, 2019

## Employment and Business

Businesses and employment settings across the NMR cover a diverse range of industries. Current ABS data has that as of 30 June 2019 there were a total of 99,676 businesses across all sectors in the seven LGAs. Of those, Whittlesea and Hume comprised the largest proportions (see Figure 8).

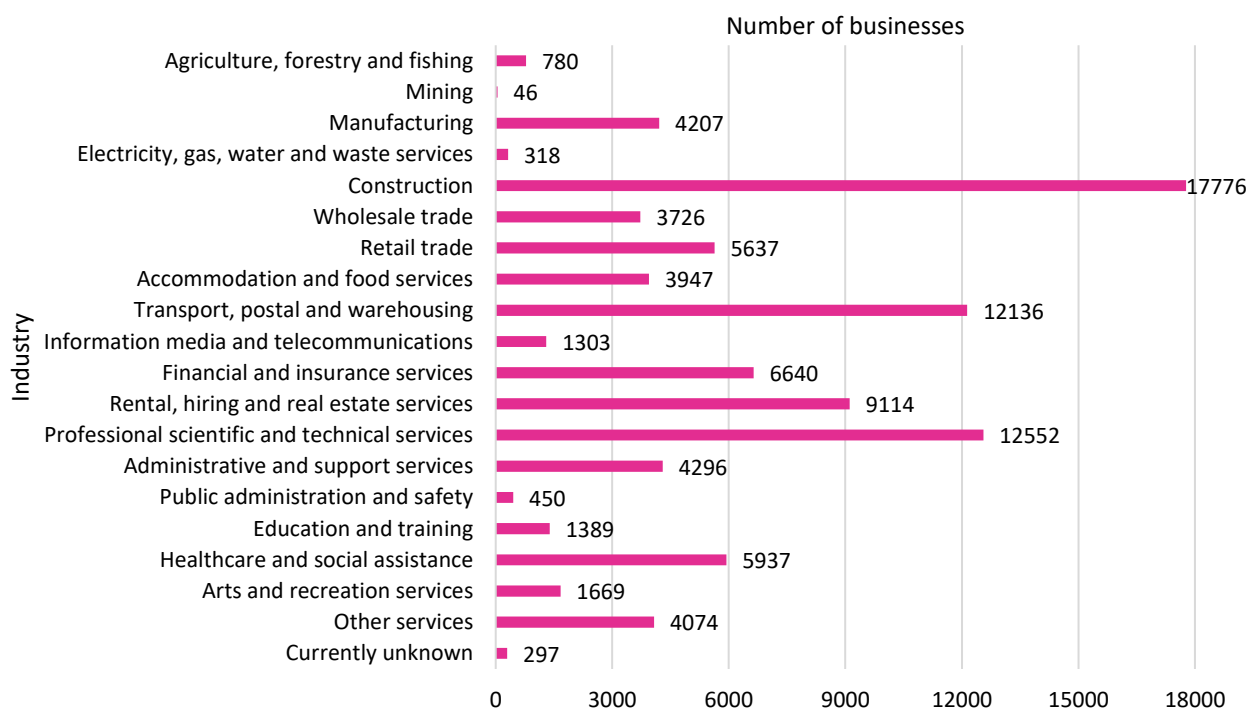
The region's biggest industries were construction, professional scientific and technical services, and transport, postal and warehousing (see Figure 9).

**Figure 8. Count of Businesses, 2019**



ABS, 2020

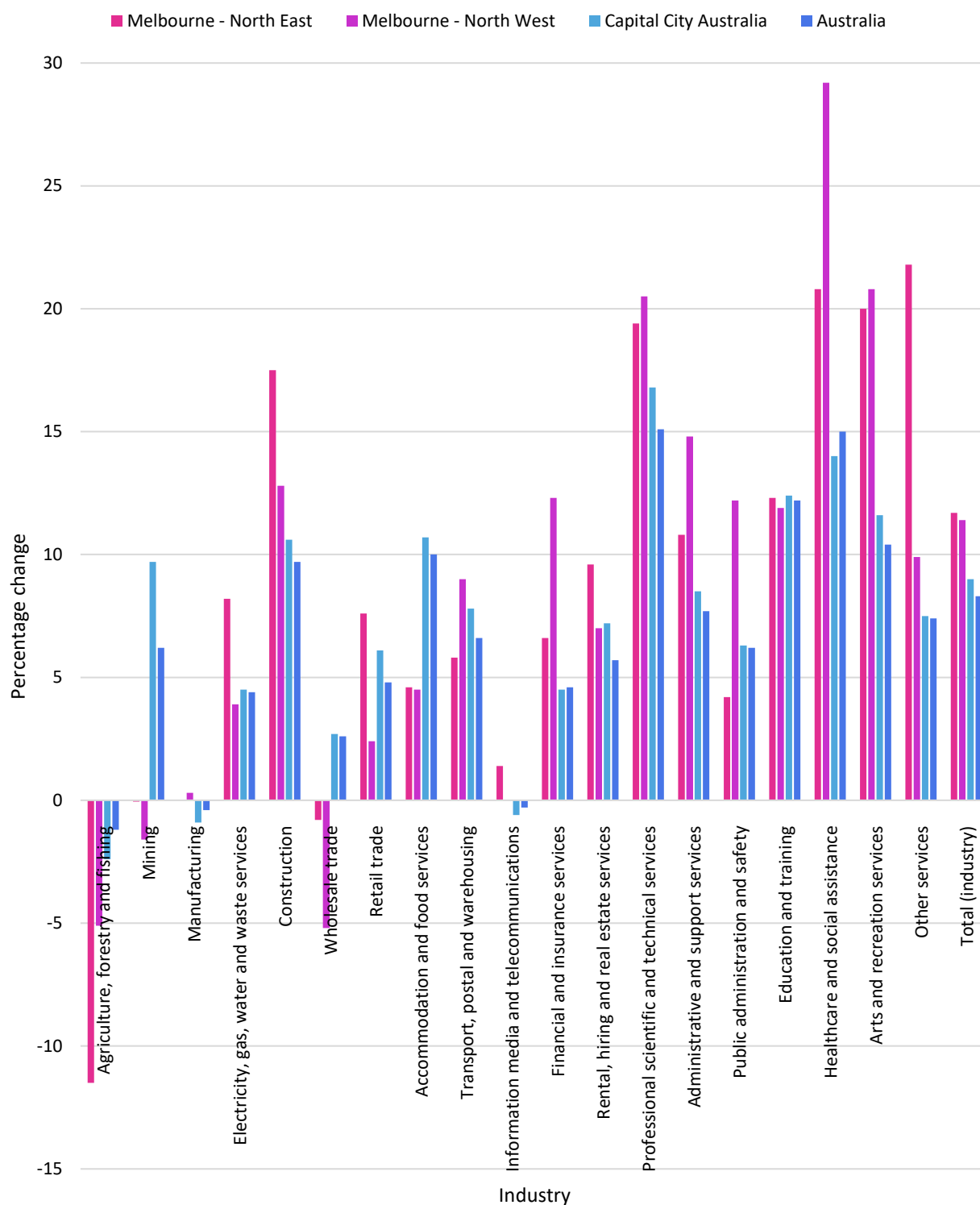
**Figure 9. Businesses by industry in the NMR, 2019**



ABS, 2020

Every year, the Australian Government's Department of Jobs and Small Business (DJSB) produce a set of regional employment projects. These can provide an indication of expected growth and change in the regional economy. Figure 10 indicates decline in the agriculture, forestry and fishing industry, and growth in healthcare and social assistance, and professional scientific and technical services.

**Figure 10. Projected employment growth – five years to May 2024**



Australian Government, DJSB, 2019



## Additional Regional Data

In the last two years, WHIN has developed a suite of fact sheets and other resources related to the health, safety, and wellbeing of women in the northern metropolitan region. These resources span key priority areas of gender equity, sexual and reproductive health, economic equality, and violence against women. See links in Table 22 below for further details.

**Table 22. WHIN fact sheets and other resources**

<b>Gender Equity</b>	Relevant resources: <ul style="list-style-type: none"> <li>• <a href="#">Applying a Gender Lens to COVID-19 Response and Recovery</a></li> <li>• Applying a Gender Lens to Climate Justice (not yet online)</li> <li>• <a href="#">Promoting Women's Health Safety and Wellbeing in Health Plans</a></li> </ul>
<b>Sexual and Reproductive Health</b>	2019 Fact Sheets <ul style="list-style-type: none"> <li>• <a href="#">Northern metropolitan region</a></li> <li>• <a href="#">Banyule</a></li> <li>• <a href="#">Darebin</a></li> <li>• <a href="#">Hume</a></li> <li>• <a href="#">Moreland</a></li> <li>• <a href="#">Nillumbik</a></li> <li>• <a href="#">Whittlesea</a></li> <li>• <a href="#">Yarra</a></li> </ul>
<b>Economic Equality</b>	2020 Fact Sheet <ul style="list-style-type: none"> <li>• <a href="#">Northern metropolitan region</a></li> </ul>
<b>Violence Against Women</b>	2020 Fact Sheets <ul style="list-style-type: none"> <li>• <a href="#">Northern metropolitan region</a></li> <li>• <a href="#">Banyule</a></li> <li>• <a href="#">Darebin</a></li> <li>• <a href="#">Hume</a></li> <li>• <a href="#">Moreland</a></li> <li>• <a href="#">Nillumbik</a></li> <li>• <a href="#">Whittlesea</a></li> <li>• <a href="#">Yarra</a></li> </ul>

## Next Steps

In the development of the next strategic plan, WHIN has the opportunity, backed by expertise, to make a difference in the lives of women and gender-diverse people in the northern metropolitan region. This report presents a summary of the external environment and a demographic profile of the community, to strengthen WHIN's strategic position to eliminate gender inequities and improve outcomes in women's health, safety and wellbeing. Considering the policy and legislative landscape, and demographics of the region within the broader social context, WHIN can use this paper to inform goals and directions for the future.

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