

Impact area 1 ECONOMIC SECURITY

Education and training

Female students are consistently more likely than male students to continue on to Year 12, with higher retention rates for females than for males at 88.7% and 82.1% respectively in 2021.^{1 2}

As at May 2022, 31.0% of females aged 15–74 years held a bachelor degree or higher, compared with 25.0% for males.³

In 2020, females represented 60.5% of undergraduate and postgraduate student enrolments, but they made up 33.1% of STEM enrolments. Similarly, female students represented 61.4% of undergraduate and postgraduate course completions, but they made up 34.9% of STEM completions.^{4 5}

While representing around 1 in 3 STEM enrolments, when looking at the distribution across courses among females, only 10.4% overall were enrolled in STEM compared with 32.4% of males.

Females were most likely to be enrolled in Health courses (32.2%) followed by Society and Culture (24.5%).

In December 2021, females were overrepresented in certain apprenticeships or traineeships (in training) in non-trade occupations, such as carers and aides (92.5%) and personal assistants and secretaries (87.5%) but were underrepresented in apprenticeships or traineeships (in training) in trade occupations such as construction trades workers (3.0%) and automotive and engineering trades workers (5.4%).^{6 7}

Workforce participation

At least three in five females were either employed or looking for work in September 2022, with a seasonally adjusted labour force participation rate⁸ of 63.3%, compared with 70.1% for males⁹ — nationally 62.3% for females and 71.0% for males.¹⁰

Females comprised 48.5% of all employed persons in September 2022, including 27.2% working full-time and 21.2% working part-time.^{11 12}

Females with a disability had a lower unemployment rate (8.6%) than males with a disability (11.4%) in 2018.¹³

Females comprised 30.6% of the total 210,500 independent contractors, and one-third (37.4%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2021.¹⁶



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

43.7% of all female employees, compared with 19.0% of all male employees in September 2022.^{14 15}

Females were slightly more likely than males to experience labour underutilisation (seasonally adjusted) with one in seven females (11.5%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 8.9% of males in September 2022¹⁷ — nationally 10.7% of females and 8.5% of males.¹⁸

Of all employees in February 2022:

- ▶ 25.5% of female employees were in casual employment, compared with 22.3% for males, and those females accounted for 54.7% of casual employees.^{19 20}
- ▶ four in five (78.6%) female casual employees worked part-time, compared with half (50.1%) of male casual employees working part-time.²¹

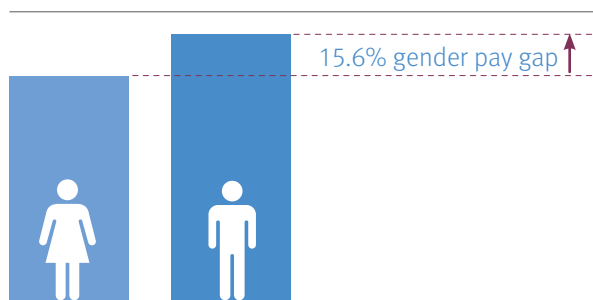
Females were highly concentrated in the health care and social assistance industry (75.3% of all employed persons in this industry), but underrepresented in traditionally male-dominated industries, including the construction industry (12.5%) in August 2022.^{22 23}

The construction industry had the lowest proportion of female employees with females comprising about 1 in 8 employees or 12.5% of the total employees.

Females represented a high proportion of clerical and administrative workers (77.6%) and community and personal services workers (69.9%) in August 2022, but a lower proportion of other occupation groups, including machinery operators and drivers (11.6%), and technicians and trades workers (17.0%).^{24 25}

About 1 in 10 machinery operators and drivers are female.

Income



Females, on average, earned \$1,533.00 in a full-time working week in May 2022, compared with \$1,816.20 for males, leading to a 15.6% gender pay gap²⁶ compared with 14.1% nationally (full-time average weekly earnings of \$1,609.00 for females and \$1,872.90 for males).²⁷

Across occupations, community and personal service workers were likely to have the largest pay gap, in terms of average hourly ordinary time cash earnings, with females earning 22.0% less than males.²⁸ The lowest gender gap was for labourers (10.1%), followed by technicians and trades workers (10.7%).²⁹

Across industries, the largest pay gap was in the professional, scientific and technical services industry, with females earning \$41.30 per hour — 22.1% less than that of males (\$53.00), based on the average hourly ordinary time cash earnings of adult employees working in non-managerial roles, and the lowest gender pay gap was in the education and training industry with females earning \$48.00 — 5.3% less than that of males (\$50.70).^{30 31}

In May 2021, based on average weekly total cash earnings,

- ▶ females working part-time on a casual basis earned a total of \$567.00 weekly — 19.7% less than that of their male counterparts (\$706.00).³²
- ▶ all female employees (working full-time or part-time) on a casual basis earned a total of \$667.00 weekly — 32.1% less than that of their male counterparts (\$982.80).³³

Income support

Females comprised 94.8% of single parents who received Parenting Payment, having principal care of a child or children under the age of eight years³⁴, and 71.5% of people receiving Carer Payment in Queensland in June quarter 2022.³⁵

Retirement and superannuation

The average superannuation balance was \$132,097 for females and \$167,516 for males in 2019–20,³⁶ that is, about 21.1% less than male's — nationally \$127,205 for females and \$169,581 for males.³⁷

Of people aged 15–64 years, on average, females had lower superannuation balances than males. Among persons with superannuation coverage, those aged 55–64 years showed the largest gap, with \$250,137 for females and \$349,857 for males in 2019–20.³⁸

In every age group, females were more likely than males to have no superannuation coverage.³⁹ Those aged 75 years and older showed the greatest gender gap, with 77.4% of females, compared with 64.4% of males in this age group having no superannuation coverage in 2019–20⁴⁰ — nationally 71.1% and 58.4% respectively.⁴¹

Housing and homelessness

Females accounted for 41.6% of all persons who were estimated to be homeless on Census night in 2016 in Queensland.^{42 43}

Females accounted for 58.2% of people accessing government-funded specialist homelessness services in 2020–21, with females aged 18–44 years comprising more than half (54.7%) of female clients and just under a third (31.9%) of all clients.⁴⁴

One-parent families with dependent children under 15 years of age spent 18.9% of their average gross income on housing costs in 2019–20, compared with 12.7% for couple families with dependent children.⁴⁵ Females headed 82.3% of one-parent families with children under 15 years in 2021.⁴⁶

Impact area 2

SAFETY, HEALTH AND WELLBEING

Feelings of safety

Females and males in Queensland largely did not experience physical assault, with only 2.6% of females and 1.9% of males aged 15 years and over reporting experiencing physical assault⁴⁷ in 2020–21.

Females (3.1%) were slightly less likely than males (3.2%) to experience threatened physical assault⁴⁸ (both face-to-face⁴⁹ and non-face-to-face incidents⁵⁰ such as SMS, email or over the phone).⁵¹

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

- ▶ 87.0% of females, compared with 97.5% of males, felt safe or very safe at home alone after dark.⁵²
- ▶ 27.1% of females reported feeling safe walking alone in local area after dark, compared with 60.6% of males.⁵³

Sexual offences and stalking

Females accounted for almost 9 in 10 victims of sexual offences (87.1%) in 2021–22 with females in all age groups considerably more likely than males to be reported as a victim of a sexual offence. Females aged 15–19 years were most likely to be reported as a victim of a sexual offence, accounting for one in five (22.4%) of the total 6,813 victims of sexual offences and 91.7% of all victims of sexual offences in this age group.⁵⁴



In 2021–22, 9 in 10 victims of sexual offences aged 15–19 years were female.

Of the reported 2,977 sexual offenders in 2021–22, just 3.8% (113) were identified as female, while 96.1% (2,861) were identified as male.⁵⁵

Across all reported victims of sexual offences, nearly two-thirds (61.5%) of victims knew their offenders in 2021–22, with 32.4% of victims offended against by a family

member (a partner, a former partner, a child or other family members) and 29.1% by an acquaintance, friend, neighbour or colleague.⁵⁶

In 2021–22, 78.9% of victims of stalking were identified as female, while 87.1% of all stalking offenders were identified as male.⁵⁷

Victims of all offences against the person

Females were more likely than males to be a victim of an offence against the person with 59.9% of all reported victims in 2021–22 identified as female.⁵⁸

Females aged 15–24 years were the group most likely to be a victim of an offence against the person in 2021–22:⁵⁹

- ▶ females aged 15–19 years had the highest rate for victims of offences across all age groups in both females and males (3,375.5 victims per 100,000 female population aged 15–19 years).⁶⁰
- ▶ females aged 20–24 years had the second highest victims of offence rate across all age groups in both females and males at a rate of (3,024.3 victims per 100,000 female population aged 20–24 years).⁶¹

Domestic and family violence

A total of 46,601 offences of breach of domestic violence order were reported to police in 2021–22, equating to a rate of 893.1 offences per 100,000 persons, a 15.4% increase from 773.7 offences per 100,000 persons in 2020–21.⁶²

Fewer breaches of domestic violence (protection) orders were recorded for female offenders than male offenders in 2021–22, with 83.6% of the total 26,535 identified as male for this offence type.⁶³

- ▶ More than two-thirds (65.4%) of male offenders were aged 18–39 years.⁶⁴

Between 1 July 2016 and 30 June 2022, there were 129 domestic and family homicides in Queensland.⁶⁵

- ▶ This included the death of 129 women, children and men who were killed by a family member or a current or former intimate partner.

For homicides in a family relationship, the homicide offender was male in 69.7% (46 of 66) of cases and the homicide offender was female in 31.8% (21 of 66) of cases.⁶⁶

During this period (between 1 July 2016 and 30 June 2022):⁶⁷

- ▶ For intimate partner homicides, the homicide offender was male in 61.9% (39 of 63) of cases and the homicide offender was female in 38.1% (24 of 63) of cases.
- ▶ A history of domestic and family violence was identified in 61.24% (79 of the 129) of all homicides in an intimate partner and family relationship.
- ▶ There were 24 intimate partner homicides where a female was killed by a current or former intimate partner and a history of domestic and family violence was identified. Of these cases, the female homicide deceased was identified as the primary victim of violence in 95.8% (23 of 24) of cases and was identified as the primary person using violence in one case (4.2%).
- ▶ There were 20 homicides where a male person was killed by a current or former intimate partner and a history of domestic and family violence was identified. The male homicide deceased was identified as the primary person using violence in 100% (20 of 20) of these cases.

Of all Queensland clients seeking government-funded specialist homelessness services, due to domestic and family violence as a main reason, 74.0% were female in 2020–21 — nationally 77.1%.⁶⁸



Discrimination and other forms of violence

Of 513 discrimination complaints accepted and finalised by Queensland's Human Rights Commission Queensland in 2021–22, discrimination on the basis of pregnancy accounted for 16 (or 3.1%) complaints.⁶⁹

Life expectancy

In the three years 2019–2021, females had a life expectancy of 85.1 years at birth, compared with 80.9 years for males.⁷⁰

General health status

Most females considered themselves to be in 'excellent', 'very good' or 'good' health, with little difference between females (85.4%) and males (84.3%) in 2020.⁷¹

In 2020, a slightly higher proportion of females (62.5%) than males (60.5%) reported experiencing at least one personal stressor in the previous 12 months. Common stressors

for both females and males were illness, death of a family member or friend and unable to get a job.⁷²

Pregnancy and childbirth

Of the total 64,111 births registered in Queensland in 2021, 48.8% were female babies and 51.2% were male babies, resulting in a sex ratio at birth of 105.0 male births per 100 female births.⁷³

Females had an average of just under two children during their reproductive life at the total fertility rate (TFR) of 1.79 babies per female in 2021 — nationally TFR was 1.70.⁷⁴

Females had a median age for childbirth of 30.9 years in 2021, compared with 32.8 years for the median age of father.⁷⁵

Of the 64,111 births in 2021:⁷⁶

- ▶ about three-quarters of mothers (75.1%) were aged 20–34 years. A further 2.5% were teenage mothers and the remaining 22.3% were aged 35 years and over.⁷⁷

Healthy weight and food

Females aged 18 years and over were more likely than males to be in the healthy weight range in 2020 (41.8% compared with 32.3%, based on self-reported data).⁷⁸ The difference was mainly due to the higher prevalence of self-reported overweight for males (41.9% compared with 28.9%), while obesity was similar (24.5% compared with 25.2%).



Females aged 18 years and over were more likely than males to consume the recommended daily serves of fruit (57.6% compared with 47.3%) and vegetables (11.1% compared with 4.7%) in 2019.⁷⁹

Physical activity

Females aged 18 years and over were less likely than males (55.8% compared with 61.8%) to be sufficiently active for health benefits⁸⁰ in 2020.⁸¹

Girls aged 5–17 years were less likely than boys of the same age to be active every day of the past week (41.6% compared with 49.7%), with the 12–15 years age group being least active for girls (24.8%) compared with the 16–17 years age group for boys (27.6%) in 2020.⁸²

Just over half of females (54.5%) and males (52.9%) participated in sport and physical recreation activities in the previous 12 months in 2013–14⁸³, showing the lowest participation rate in Australia — nationally 59.4% for females and 61.0% for males.

Cancer screening

Females in the target age groups for cancer screening programs participated in a Cervical Screening Test at 62.1% of those aged 25–74 years in the three years 2018 to 2021, and breast screening at 52.1% of those aged 50–74 years in 2020–21.⁸⁴

Mental health and wellbeing

In 2017–18, 24.3% of females reported having mental and behavioural health problems in the previous 12 months, which lasted or were expected to last at least six months or more, compared with 21.2% of males.⁸⁵

Anxiety related problems were the most commonly reported mental and behavioural conditions for all Queenslanders, but at a greater rate for females (17.9%) than for males (13.0%) in 2017–18.⁸⁶

Females (15.4%) were more likely to experience a high to very high level of psychological distress in the previous four weeks, compared with males (12.5%) in 2017–18.⁸⁷



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

In 2020, Queensland females 18 years and over reported experiencing an average of 5.4 mental unhealthy days in the past 30 days, compared with males (4.4 days). The 18–29 age group showed the largest difference in mental unhealthy days between females (8.0 days) and males (5.3 days). The average number of mental unhealthy days in females decreases with increasing age, with females in the 18–29 age group reporting the highest number of mental unhealthy days in the past 30 days (8.0 days), and females 65 years and over experiencing the lowest number of mental unhealthy days (2.9 days).⁸⁸

Deaths from suicide (intentional self-harm) were less likely to occur among females, compared with males.⁸⁹ In 2021, of 783 suicide deaths of Queenslanders, 24.6% were female deaths.

- ▶ The highest number of suicide deaths in females (36) occurred among those aged 45–54 years, while for males (111) it was among 25–34 year olds.⁹⁰

Smoking and drinking

- ▶ Females 18 years and over were less likely to smoke daily (8.9%), compared with males (11.8%) in 2020.⁹¹
- ▶ Daily smoking rates were highest for those aged between 35–54 years with male rates peaking at 35–44 years (15.5%) and females at 45–54 years (11.8%).⁹²
- ▶ In 2020, females aged 18 years and over were far less likely to drink alcohol at ‘lifetime risky’⁹³ levels (11.5%), compared with 33.9% for males.⁹⁴

Diseases and causes of death

Of the 18,026 male deaths in 2021, ischaemic heart disease was the leading cause (12.2%), followed by dementia (6.4%) and lung cancer (5.9%).^{95 96}

The leading cause of death among females in 2021 was dementia, accounting for 12.8% of the 15,832 deaths, followed by ischaemic heart disease (9.7%) and cerebrovascular disease (7.2%).^{97 98}

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

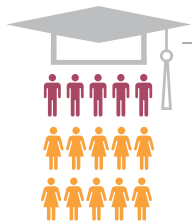
- ▶ among females, dementia accounted for only 1.1% of YPLL, while lung cancer accounted for 6.2%. This is because the median age at death for dementia is much higher than that of lung cancer.⁹⁹
- ▶ among males, while suicide accounted for only 3.3% of deaths in 2021, it accounted for 15.0% of YPLL. In contrast, ischaemic heart disease accounted for 10.0% of YPLL.¹⁰⁰

Impact area 3

FIRST NATIONS WOMEN

Education and training

Aboriginal and Torres Strait Islander females (69.3%) were more likely than Aboriginal and Torres Strait Islander males (64.8%) to continue on to Year 12 in 2021.^{101 102}



Aboriginal and Torres Strait Islander females were nearly twice as likely as Aboriginal and Torres Strait Islander males to hold a bachelor degree in 2021.¹⁰³

In 2021–22 First Nations females represented over 4% of total Queenslanders that participated in government subsidised vocational training. The latest available ABS estimate is that First Nations females represent 2.2% of the total Queensland population aged 15 years and over as at 30 June 2021.^{104 105}

Housing and homelessness

As at 31 August 2022, females comprised 56.3% (or 57,215) of all public rental housing tenants and 56.7% (or 5,614) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.¹⁰⁶

- ▶ Single females aged over 55 years (22.3%) and single mothers with children, who had at least one child under 18 years of age (20.1%), together made up 42.4% (or 21,955) of all public rental housing tenants.
- ▶ Single females aged over 55 years (9.5%) and single mothers with children, who had at least one child under 18 years of age (36.0%), together made up 45.5% (or 1,450) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.

Sexual offences and stalking

Aboriginal and Torres Strait Islander females accounted for 10.8% of female victims of sexual assault and were at least 6.6 times more likely to be reported as a victim of a sexual offence in 2021–22 as non-Indigenous females.¹⁰⁷

Domestic and family violence

Between 1 July 2016 and 30 June 2022, there were 129 domestic and family homicides in Queensland.¹⁰⁸

- ▶ Where cultural background could be identified, Aboriginal and Torres Strait Islander peoples represented 27.1% of intimate partner homicide victims (16 of 59) and 23.4% of family homicide victims.

Life expectancy

Aboriginal and Torres Strait Islander females had life expectancy of 76.4 years at birth in 2015–2017, higher than for Aboriginal and Torres Strait Islander males (72.0 years), but 8 years lower than for non-Indigenous females.¹⁰⁹

Pregnancy and childbirth

Of the 64,111 births in 2021:¹¹⁰

- ▶ 8.0% were Aboriginal and Torres Strait Islander mothers.¹¹¹

Smoking and drinking

Aboriginal and Torres Strait Islander mothers were significantly more likely to smoke during pregnancy than non-Indigenous mothers (44.7% compared with 8.8% in 2020).¹¹²

Diseases and causes of death

For Aboriginal and Torres Strait Islander Queenslanders, the most common cause of death was ischaemic heart disease, followed by diabetes for females and lung cancer for males.¹¹³

Workforce participation

In 2021, Aboriginal and Torres Strait Islander females were less likely than their male counterparts to be unemployed with an unemployment rate of 12.4%, compared with 14.3%¹¹⁴ — nationally 11.2% and 13.4%.¹¹⁵

Impact Area 4

WOMEN WITH DIVERSE BACKGROUNDS AND EXPERIENCES

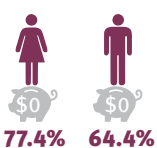
Income support

For people aged 65 years and over who were not in the labour force, government pensions and allowances were the main source of income for 74.2% of females and 68.0% of males in 2019–20¹¹⁶ — nationally 67.2% of females and 61.4% of males.¹¹⁷

Retirement and superannuation

The average balance of superannuation accounts for people aged 65 years and over with superannuation coverage who were not in the labour force was \$290,751 for females, compared with \$343,850 for males — nationally \$318,831 for females and \$337,726 for males¹¹⁸.

In every age group, females were more likely than males to have no superannuation coverage.¹¹⁹



Those aged **75 years and older** showed the greatest gender gap, with 77.4% of females, compared with 64.4% of males in this age group having no superannuation coverage in 2019–20¹²⁰ — nationally 71.1% and 58.4% respectively.¹²¹

30.4% of females aged 15–64 years with a disability or long term health condition and 21.3% of females aged 15–64 years who were born overseas had no superannuation coverage in 2019–20.¹²²

Domestic and family violence

Females accounted for 69.1% of all alleged victims of elder abuse reported to the Elder Abuse Helpline in 2021–22.^{123 124}

Discrimination and other forms of violence

Australia provides support services for trafficked people¹²⁵ through the Support Program. Females comprised:¹²⁶

- ▶ 83.3% of the total 426 clients who were on the Support Program between 2009 and 2019.
- ▶ 106 of the 108 clients supported through the Support Program was due to forced marriage (2014 to 2019).

Falls

Females comprised the majority of fall-related hospitalisations in Queensland for patients aged 65 years and older (62.8% in 2020–21).¹²⁷ Nationally, females also comprised the majority of fall-related deaths for people aged 75 years and over (53.4% of deaths caused by accidental falls in 2018–20 in Australia).¹²⁸

Impact Area 5

EMPOWERMENT AND RECOGNITION

Leadership

Females comprised:

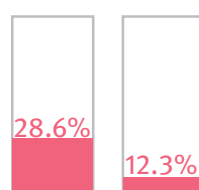
- ▶ 44.4% of the Queensland Cabinet (eight of the 18 cabinet ministers) including the Premier, and 31.2% (29 of 93 seats) of Queensland Parliament members, at 19 October 2022.¹²⁹
- ▶ 40.7% (or 72) of all 177 serving judges and magistrates, including the Chief Justice of Queensland at 30 June 2022. This compares with 43.1% of judges and magistrates nationally.¹³⁰
- ▶ 54% of all members on Queensland Government bodies as at 30 September 2021.¹³¹
- ▶ 51.2% of Queensland Public Sector leadership roles at Senior Officer and higher in March 2022.¹³²
- ▶ 67.1% of the total full-time equivalent employment in the Queensland Public Sector in March 2022.¹³³
- ▶ 17.5% (or 983) of the total 5,629 chief executives and managing directors in Queensland during 2021–22¹³⁴ ¹³⁵ — nationally females accounted for 27.6% (or 12,852).¹³⁶ ¹³⁷

Social and community participation

In the 12 months prior to the 2021 Census, females accounted for 57.0% of Queenslanders who did voluntary work, with 15.7% of females reporting engaging in voluntary work for an organisation or group, compared with 12.4% of males.¹³⁸

19.4% of females, compared with 21.3% of males, were involved in community support groups in 2020, such as service clubs, welfare organisations, parenting/children/youth, and emergency services.¹³⁹

Participation in unpaid work



Females aged 15 years and older were 2.3 times more likely than males to spend 15 hours or more every week on unpaid domestic activities – 28.6% of females compared with 12.3% of males in 2021.¹⁴⁰

Females were more likely than males to provide unpaid childcare, with those aged 20–24 years showing the greatest gender gap, with females accounting for 67.2% of all Queenslanders in this age group who provided unpaid childcare in 2021.¹⁴¹

Females comprised 71.9% of all primary carers, who provide ongoing assistance for at least six months with one of the core activities of communication, mobility or self-care,¹⁴² and 84.9% of all parents who were primary carers of people with a disability in 2018.¹⁴³



Females comprised 71.9% of all primary carers

In families with children aged 0–12 years and at least one employed parent, 61.8% of working mothers used work arrangements to care for their children in 2017, compared with 32.4% of working fathers.¹⁴⁴

30.8% of working mothers used part-time work to care for a child in 2017, compared with 3.8% of working fathers using this arrangement.¹⁴⁵

ENDNOTES

- 1 Based on apparent retention rates from Year 7/8 to Year 12.
- 2 Australian Bureau of Statistics, 2022, *Schools, Australia 2021*, 'Table 64a Capped Apparent Retention Rates, 2011–2021'.
- 3 Australian Bureau of Statistics, 2022, *Education and work, Australia, May 2022*, 'Table 21 Highest educational attainment: Level – by state or territory of usual residence and sex, persons aged 15-74 years'.
- 4 Australian Government Department of Education and Training, 2021, Higher Education Statistics – 2020 Student data.
- 5 Includes domestic students only. Excludes students who commenced and completed enabling programs or non-award units of study, which do not lead to a higher education award.
- 6 National Centre for Vocational Education Research, 2022, VOCSTATS, 'Apprentices and trainees 2022– December Quarter DataBuilder, extracted 20 October 2022.
- 7 Trade occupations are classified as occupations within Australian and New Zealand Standard Classification of Occupations (ANZSCO) major group 3 whereas non-trade occupations are classified as ANZSCO major groups 1-2 and 4-8.
- 8 Labour force includes people aged 15 years and over who are employed or unemployed. The labour force participation rate (also referred to as workforce participation rate) for any group is the labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.
- 9 Australian Bureau of Statistics, 2022, *Labour force, Australia, September 2022*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original', cat. no. 6202.0.
- 10 Australian Bureau of Statistics, 2022, *Labour force, Australia, September 2022*, 'Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original', cat. no. 6202.0.
- 11 Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- 12 Australian Bureau of Statistics, 2022, *Labour force, Australia, September 2022*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original', cat. no. 6202.0.
- 13 Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 8.3 Persons aged 15–64 years, living in households, disability status, by sex and labour force status—2015 and 2018, proportion of persons', cat. no. 4430.0.
- 14 Australian Bureau of Statistics, 2022, *Labour force, Australia, September 2022*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original', cat. no. 6202.0.
- 15 Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- 16 Australian Bureau of Statistics, 2022, *Microdata: Characteristics of employment, Australia, August 2021*, cat. no. 6333.0.00.001, data generated using ABS TableBuilder.
- 17 Australian Bureau of Statistics, 2022, *Labour force, Australia, September 2022*, 'Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original', cat. no. 6202.0.
- 18 *ibid.*
- 19 Casual employment refers to employees without paid leave entitlements. An employee is considered to be without leave entitlements if they identify as not having access to both paid sick leave and holiday leave, or did not know their entitlements.
- 20 Australian Bureau of Statistics, 2022, *Microdata: Participation, Job Search and Mobility, Australia, February 2022*, cat. no. 6226.0.00.001, customised data.
- 21 *ibid.*
- 22 Data are based on 4-quarter moving averages.
- 23 Australian Bureau of Statistics, 2022, *Labour force, Australia, detailed, quarterly, August 2022*, 'EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards', cat. no. 6291.0.55.001.
- 24 Data are based on 4-quarter moving averages.
- 25 Australian Bureau of Statistics, 2022, *Labour force, Australia, detailed, quarterly, August 2022*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards', cat. no. 6291.0.55.001.
- 26 Australian Bureau of Statistics, 2022, *Average weekly earnings, Australia, May 2022*, 'Table 12C. Average weekly earnings, Queensland (dollars) – Seasonally Adjusted', cat. no. 6302.0.
- 27 Australian Bureau of Statistics, 2022, *Average weekly earnings, Australia, May 2022*, 'Table 2. Average weekly earnings, Australia (dollars) – Seasonally Adjusted', cat. no. 6302.0.
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- 48 Verbal, written and/or physical threat to inflict physical harm where the person being threatened believed the threat was likely and able to be

- carried out. Threatened assault may occur face-to-face or via non-face-to-face methods (such as SMS, email or over the phone). Includes any threat or attempt to strike the person which could cause pain; situations where a gun or other weapon was left in an obvious place (including fake or toy guns/weapons where the threatened person thought it was real) or if the person knew the perpetrator had access to a gun (including toy guns, starter pistol, etc.). Also includes incidents where the person was threatened in their line of work. Excludes any incident of name calling or swearing which did not involve a physical threat, and threats that resulted in an actual assault.
- 49 Any verbal and/or physical threat to inflict physical harm, made face-to-face, where the person being threatened believed the threat was likely and able to be carried out. Excludes any incident where the person being threatened did not encounter the offender in person (e.g. threats made via telephone, text message, e-mail, in writing or through social media).
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