

10. TRAFFICKING AND EXPLOITATION OF PROSTITUTION

Table 1 – Referrals to Australian Federal Police

Table 1

Offence	2013-14 FY	2014-15 FY	2015-16 FY	2016-17 FY
Forced marriage	11	33	69	70
Sexual exploitation	31	34	39	20
Labour exploitation	22	33	36	38
Child trafficking	2	11	10	6
Trafficking	2	4	13	10
Debt bondage, Harbouring a victim, Deceptive recruiting	2	4	2	6
Total	70	119	169	150

Table 2 – Data on prosecutions and convictions

Convictions by Criminal Code (Cth) provision	270.3(1) Slavery	270.5(1) Servitude	Previously 270.6(2) Sexual servitude*	271.2(1B) Trafficking in persons	271.2(2B) Trafficking in persons	271.4(1) Trafficking in children	State/Territory
DOBIE, Keith							Qld
DS							Vic
HO, Ho Kam							Vic
HO, Kam Tin							Vic
K							Qld (Qld DPP)
KOVACS, Melita							Qld
KOVACS, Zoltan							Qld
LEECH, Sarisa							Vic
McIVOR, Trevor							NSW
NANTAKHUM, Watcharaporn							ACT
NETTHIP, Namthip							NSW
SEIDERS, Johan							NSW
TANG, Wei							Vic
TANUCHIT, Kanokporn							NSW
TRIVEDI, Divye							NSW
WONG, Chee Mei							NSW
YOTCHOMCHIN (KENT), Somsri							NSW
McINTOSH (a pseudonym)							Vic
HUANG, Yu-Hao							Qld
CHEN, Bo-Syun							Qld

*In 2013, amendments to the Australian Commonwealth Criminal Code broadened the existing offence of sexual servitude to apply to servitude in all industries.

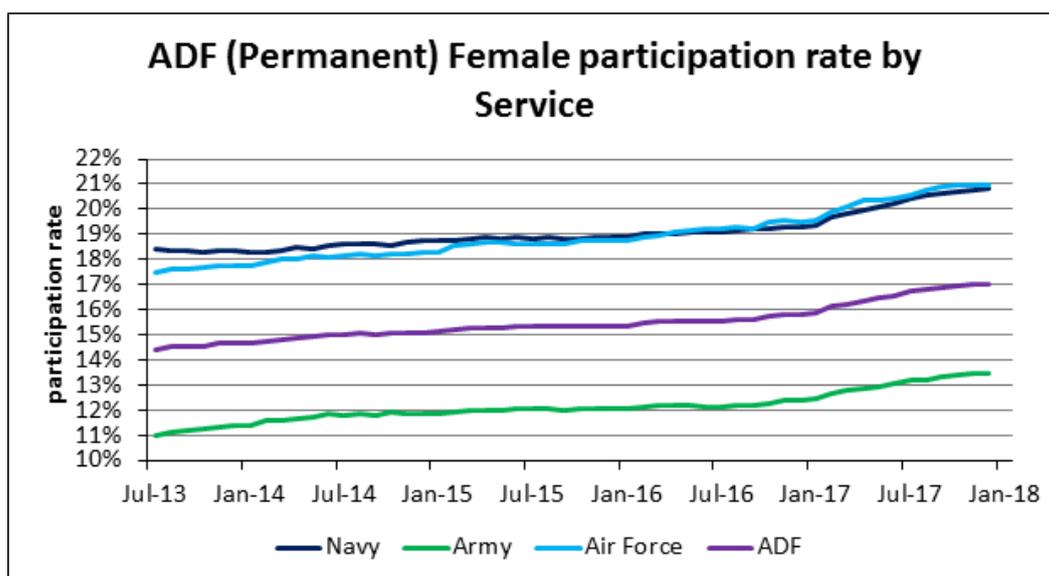
11. PARTICIPATION IN POLITICAL AND PUBLIC LIFE

Legislative, executive and judiciary bodies at the federal level

(Legislature) Australian Federal Parliament
House of Representatives - 29% Women Senate – 39% Women Total – 32% Women
(Executive) Australian Federal Cabinet
Women – 23%
Australian Government Boards
As at 30 June 2017, women held 42.7% of Australian Government board positions. This is the highest outcome since public reporting on the gender balance of Government boards began in 2011.
Australian High Court
Women – 43% The Chief Justice of the High Court of Australia, the highest court in the country, is female. Three of the seven Justices of the High Court are female. At December 2017, there were 56 (35.22 per cent) female federal judicial officers.

Representation of women in the state and territory Supreme Court/ Court of Appeal judiciaries is approximately 25%

Military



Police

Queensland

<i>As at 30/06/17</i>	<i>Police Officers</i>		<i>Public Service Officers</i>		<i>General Employees</i>	
<i>Female</i>	3244	27%	2318	73%	159	37%
<i>Male</i>	8725	73%	851	27%	271	63%

Northern Territory

	<i>2012-13</i>	<i>2013-14</i>	<i>2014-15</i>	<i>2015-16</i>	<i>2016-17</i>
<i>Female</i>	34.49%	34.44%	33.66%	33.95%	33.95%
<i>Male</i>	65.51%	65.56%	66.34%	66.05%	66.05%

Western Australia

	<i>30/11/17</i>		<i>Sworn Officers</i>		<i>Unsworn officers</i>	
<i>Female</i>	3,050	33%	1,625	23.8%	1,425	64.7%
<i>Male</i>	5,969	67%	5,192	76.2%	777	35.3%

Victoria

	<i>December 2016</i>	<i>December 2017</i>
<i>Female sworn officers</i>	27.3%	27.5%
<i>Overall employees</i>	33.1%	32.8%

Australian Capital Territory

<i>At 30 June 2017</i>	<i>overall</i>	<i>Sworn police officers</i>	<i>Sworn protective service officers</i>	<i>Professional staff</i>
<i>Female</i>	36.3%	28%	33%	65%
<i>Male</i>	63.7%	72%	67%	35%

Tasmania

Department of Police, Fire and Emergency Management:

Male/Female Headcount, as at 30 June 2017

	<i>Males</i>	<i>Females</i>
<i>Police</i>	864	408
<i>State Service Employees</i>	204	282

Male/Female By Police Rank, as at 30 June 2017

Rank	Males	Females
Deputy Commissioner	1	0
Assistant Commissioner	2	0
Commander	8	0
Inspector	40	6
Sergeant	185	34
Constable	618	358
Trainee	10	10
Total	864	408

Gender Diversity Statistical Snapshot, as at 30 June 2017

	Males	Females
Tasmania Police	68%	32%
Tasmania Fire Service*	93%	7%
State Emergency Service*	50%	50%
State Service Employees	43%	57%

*These figures do not include volunteers.

Independent administrative authorities and key consultative State bodies, senior civil service administration, diplomatic services, and management

Australian Government Boards

The Australian Government is committed to achieving its target of women holding 50% of Australian Government board positions overall, and men and women each holding at least 40% of positions on individual boards.

As at 30 June 2017, women held 42.7 per cent of Australian Government board positions, a 2.2 percentage point increase since June 2016, and the highest percentage of women on these boards since public reporting began in 2010-11.

Australian Diplomatic Services

As at 31 December 2017, there were 2,334 posted officers (whole of government) of which 33% were female, or 44.9% when Defence is excluded from the figures.

Commonwealth Director of Public Prosecutions
At 30 June 2017, 68% of staff were female. Within the legal practice and SES, female participation was 67%. Work has commenced to further assess gender balance and implementation of initiatives in the <i>Balancing the Future: The Australian Public Service Gender Equality Strategy 2016–19</i> .
Australian Public Service
The Australian Public Service (APS) has a staff of over 152,000 people, comprising 42.9% women at the senior executive level at 30 June 2017.
Victoria
Women represent 48.9% of executive positions across the public services and 39.8% of executive public entity positions. At 28 December 2017, the total figure of women on paid Victorian Government boards is 52%.
Tasmania
As at 7 November 2017, women held 39.9% of positions across Tasmanian boards. This is an 18% increase in the ratio of women board members, and a 6.1% increase in the number of board positions held by women since the introduction of the Tasmanian Government's <i>Women on Boards Strategy 2015-2020</i> (refer to Appendix – Article 7, CEDAW/C/AUS/8). As at 30 June 2017, the overall representation of women in the Tasmanian State Service was 70.85 per cent. Women accounted for 36.91 per cent of senior executive service officers, equivalent specialists and above.
Queensland
As at June 2017 66.8% of the full time employed persons in the Queensland Government were female and 33.2% were men.

Company Boards

ASX Company Boards

	Proportion of women¹	Number of boards without women¹
ASX 200 ²	26.1 per cent	8
ASX 300 ⁺	24.1 per cent	31
ASX 500 ⁺	20.7 per cent	117

Non-public sector companies with 100+ employees

The proportion of female directors on boards of non-public sector companies with over 100 employees in 2016-17 was 24.9% (31 March 2017). This data is based on annual reports submitted by over 11,000 employers (non-public sector employers with 100 or more employees) in accordance with the *Workplace Gender Equality Act 2012*.

Representation in elected decision-making bodies

Australian Political Party	Proportion of federal members of parliament (including Senators) that are women ¹
Labor	45.3 per cent
Greens	40.0 per cent
Nick Xenophon team	33.3 per cent
Pauline Hanson's One Nation	25.0 per cent
Liberal	22.0 per cent
National	10.0 per cent

Data and measures to increase women's participation in elected decision-making bodies and on government boards

South Australia
<p>The South Australian Office for the Public Sector has released a <i>Strategy for Gender Equality in Leadership in the South Australian Public Sector</i>. As at 1 July 2017, 47.5% of positions on South Australian Government boards and committees were held by women, including 39.9% women Chairs.</p>
Victoria
<p>In Victoria, a political network known as <i>EMILY's List Australia</i> supports progressive women candidates seeking election to political office and advocates for gender targets within the Australian Labor party.</p> <p>Women comprise 37.5% of the Victorian Legislative Assembly and 45% of the Victorian Legislative Council, representing a 39.8% of the Victorian Parliament. Women represent 47% of the judiciary in Victoria.</p>
Tasmania
<p>Tasmania currently has four female Magistrates (26.7%) and one female Supreme Court Judge. Of the 26 Boards, Tribunals and Committees administered under the Tasmanian Department of Justice, 46.5% of members are women.</p>
Northern Territory
<p>With reference to the Northern Territory Public Sector, women represent 64% of the workforce. Within this sector women comprise 51% of senior managers. In the Australian Public Service in the Northern Territory, women represent 63% of staff. In Local Government in the Northern Territory, the biggest employer is the Darwin City Council, which employs 44% women.</p>

Western Australia

Women comprise 30.5% of both the Western Australian Legislative Council and Legislative Assembly. With regards to the WA public sector, 72.3% of the workforce identify as female.

The WA Government has introduced the *OnBoard WA* initiative, which aims to increase female representation on government boards and has set a target to increase the representation of women on government boards to 50% by December 2019.

Australian Capital Territory

The Australian Capital Territory is developing an online Diversity Register to encourage and promote the participation of women and people with diverse experiences on Government boards and committees.

Queensland

The Queensland Government has set gender diversity targets:

- 50% of all new board appointees to Queensland Government bodies to be women
- 50% representation of women on Queensland Government bodies by 2020.

The Queensland Government has funded a three year initiative: *Toward Gender Parity:*

Women on Boards including:

- Economic modelling research undertaken by Deloitte Access Economics, demonstrating a productivity gain of \$87million per year for Queensland if gender parity on boards is achieved.
- Establishment of a website and practical support to assist government, business and community sectors to take action for increasing the number of women on boards.

Women's representation on Queensland Government bodies has increased from 31% to 44% (27 July 2015 to 30 September 2017).

Other Leadership Programs

Western Australia

The Public Service Commission's *Leadership Essentials Program* aims to develop more efficient and influential public leaders. It was attended by 25 participants in 2017, 14 of which were women.

Victoria

Safe and Strong - A Victorian Gender Equality Strategy announced new initiatives to progress women's leadership through an expanded scholarship program that aims to engage more women from Aboriginal and Torres Strait Islander, culturally and linguistically diverse, and refugee communities.

Tasmania

The Government, in partnership with the Swinburne Institute, offers the course: *Being Bold: How women can improve their power and influence in the public sector*.

New South Wales

The Government has funded 25 women non-executive employees to attend the *Springboard Women's Development Program* for the 2017/2018 financial year.

Northern Territory

The Office of Women's Policy held regular *Smashing the Glass Ceiling Lunchtime Forums* co-hosted by the Institute of Public Administration Australia in 2013 to 2015. These sessions were often presented by senior female public servants, and were aimed at assisting women in the Public Service to access opportunities and promote good governance.

Queensland

The *Queensland Public Sector Gender Equity Strategy* and the *Queensland Women's Strategy* were released in 2015 and 2016. Director-Generals are accountable for diversity and inclusion through the *Chief Executive Performance Framework*, including commitment to a target of 50% women in leadership roles by 2022. A website has been established to provide connections to a range of existing mentoring programs and training providers available at

www.qld.gov.au/womenonboards.

There is a focus on building a female talent pipeline to senior leadership roles through targeted training opportunities, skills development and academic programs.

Australian Federal Police - Women in Law Enforcement Strategy

The Women in Law Enforcement Strategy (WILES) is a mentoring program sponsored by the Heads of Commonwealth Operational Law Enforcement Agencies. The program is designed to encourage women to pursue careers and senior positions in Australian law enforcement and regulatory agencies, particularly those preparing to move into Senior Executive roles.

Targeted scholarships

Western Australia

The Public Service Commission supports two annual scholarships for an Aboriginal public sector officer from the metropolitan region and from a regional location. Both scholarships were awarded to female participants in 2017.

Victoria

The *Joan Kirner Young and Emerging Women Leadership Program* is a scholarship program available to young women to pursue leadership training and opportunities in the areas of: education; public health; the environment; Aboriginal women and diverse communities.

Tasmania

The *Diversity Intern Scholarship Program* involves a 12 week internship in the public, business or for profit sector aimed at building work readiness, networks, leadership skills and research capabilities for new migrants, including women.

12. NATIONALITY

No additional data.

13. EDUCATION

National data on enrolment, completion rates, attainment rates

Table 1: Higher education participation ratios of all domestic students by equity group

Equity Group	Participation ratio ^a
Females	1.15
Non-English Speaking Background	0.50
Indigenous	0.61
Disability	0.74
Regional/remote	0.65

Source: Higher Education Student Statistics, 2016

^aThe participation ratio measures the participation rate of the equity group in higher education against a reference value which is the proportion of the equity group in the overall 15-64-year-old population i.e. a participation ratio of less than 1 implies the equity group is underrepresented in higher education.

Table 2: Nine-year completion rate of all commencing domestic bachelor students by equity group, 2007-2015, %¶

<i>Equity Group</i> □	<i>Completion rate</i> □	¤
Total□	73.6□	¤
Females□	75.2□	¤
Non-English-Speaking-Background□	77.9□	¤
Indigenous□	47.1□	¤
Disability□	n/a□	¤
Regional□	69.2□	¤
Remote□	61.2□	¤

Source: Completion rates of higher education students, cohort analysis – 2005-2015¶

¶

Table 3: Percentage of all 25-34 year-olds with a bachelor or higher qualification by equity group, %¶

<i>Equity group</i> □	<i>Attainment rate</i> □	¤
Total□	39.4□	¤
Female□	45.1□	¤
Non-English-Speaking-Background□	n/a□	¤
Indigenous□	n/a□	¤
Disability□	n/a□	¤
Regional□	20.6□	¤

Source: Australian Bureau of Statistics (ABS), Education and Work, 6227.0, 2017¶

Vocational Education Training (VET)

VET student enrolment by selected student attributes			
Gender	2014	2015	2016
<i>Overall</i>			
Female	1,679,900	1,771,000	1,957,000
Male	2,141,700	2,085,600	2,096,900
Other and not known	86,400	156,200	153,800
<i>Indigenous Australians</i>			
Indigenous	146,500	141,100	169,500
Non-Indigenous	3,187,700	3,273,700	3,469,600
Not known	573,800	597,900	568,700
<i>Disability</i>			
With disability	201,000	177,200	180,400
Without disability	3,025,500	3,188,200	3,363,000
Not known	681,500	647,300	664,300
<i>Remoteness</i>			
Outside of major cities	1,507,700	1,484,400	1,499,100
Major cities	2,259,900	2,364,600	2,466,500
Not known	140,400	163,700	242,100
<i>Language spoken at home</i>			
Non-English	527,100	Data not available	Data not available
English	2,546,500		
Not known	834,400		
TOTAL	3,908,000	4,012,700	4,207,700

Sources: NCVER 2017, Australian vocational education and training statistics: Data slicer: Total VET students and courses, 2016, NCVER, Adelaide.

NCVER 2015, Australian vocational education and training statistics: total VET students and courses 2014 — pivot tables, NCVER, Adelaide.

Notes: The data includes nationally recognised training regardless of funding source and non-nationally recognised training where the training was government-funded.

State and territory data on enrolment, completion rates, attainment rates

Australian Capital Territory

ACT student retention rates 2016 Year 11 to 2017 Year 12		
	Number of Year 11 students	Retention rate (%)
All Students	5323	94
Female	2672	94
Male	2651	95
Aboriginal and Torres Strait Islander	160	84
Students with Disability*	182	100
Language Background other than English#	1180	93

* Capped at 100%

Data for students with language background other than English have been provided as a proxy for ethnicity.

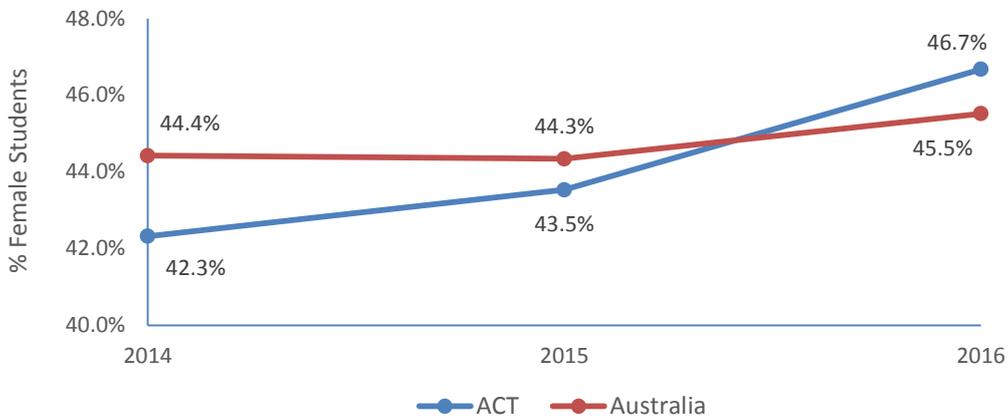
	Total Year 12	Total Year 12 Complete	Total Year 12 ATSI Students	Total Year 12 ATSI Students Complete	Completion Rate (%)
Male	2789	2195			78%
Female	2844	2364			83%
Total	5633	4559			81%
Male			93	48	52%
Female			93	47	51%
Total			186	95	52%

Source: ACT Board of Senior Secondary Studies ACT Certification System (ACS) database.

Notes: "Complete" has been defined as attaining an ACT Senior Secondary Certificate or VET Certificate level II or higher. Ethnicity or disability data are not available from the ACS.

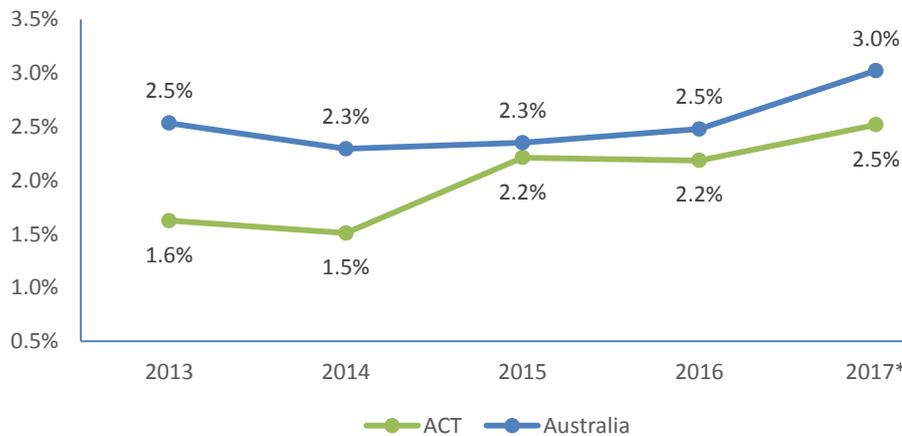


Proportion of Female Enrolments in Vocational Education and Training



Source: VOCSTATS - TVA program enrolments (2014-2016)

ACT and National Proportion of Female Australian Apprenticeship Commencements in traditionally male dominated trades



Source: VOCSTATS - NCVET: Apprentices and Trainees June 2017

* 2017 is an incomplete year as the Australian Apprenticeship data collected by NCVET was only up to April-June 2017 Quarter.

Queensland

	Male	Female
Retention rates 10–12 (2016)		
<ul style="list-style-type: none"> All Indigenous 	80.6% 64.7%	84.9% 70.3%
Queensland Certificate of Education / Queensland Certificate of Individual Achievement		
<ul style="list-style-type: none"> Indigenous Non-Indigenous 	97.4% (State Schools only) 97.5% (State Schools only)	96.8% (State Schools only) 98.1% (State Schools only)
Vocational education and training		
<ul style="list-style-type: none"> Apprenticeship and traineeships Qualifications 	Apprenticeship and traineeship new commencements 2016/17 (as at November 2017) – 24,828^ Publicly funded qualification completions 2016/17 – 65,674* Government funded qualification completions 2016/17 – 55,612*	Apprenticeship and traineeship new commencements 2016/17 (as at November 2017) – 13,076^ Publicly funded qualification completions 2016/17 – 51,438* Government funded qualification completions 2016/17 – 39,878*

^VET Data sourced from DELTA Mart using Nov17 snapshot. Due to delays in contract lodgement these figures are subject to change. Recommencements have not been included in these figures.

*Data sourced from STAC Mart using the Jun17 snapshot.

Victoria

<i>Primary school enrolments</i>	
Male	48.37%
Female	52.63%
Aboriginal students	2.01%
Students with a disability	4.2% (combined with secondary school students)
<i>Secondary school enrolments</i>	
Male	51.22%
Female	48.78%
Aboriginal students	1.2%
Students with a disability	4.2% (combined with primary school students)
<i>Secondary school retention rate</i>	
Male	88.7%
Female	99.1%

Note: Further information on statistics for Victorian Schools can be accessed at www.education.vic.gov.au/about/departments/Pages/factsandfigures.aspx

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Northern Territory

<i>Completion rates for Certificate of Education and Training in 2016</i>	
Total students who gained Certificate in 2016	1405
Female	738
Indigenous students	222
Disability	Data not available
From an outer regional location	1029
From a remote location	343
From a very remote location	343

Note: For further information please see the Report on Government Services 2017 chapter 4 data which is available at: <http://www.pc.gov.au/research/ongoing/report-on-government-services/2017/child-care-education-and-training/school-education>

<i>Other levels of education</i>	
<i>Vocational Education and Training programs</i>	
Female enrolments overall	41%
Female enrolments in school-based apprenticeships	15%
Aboriginal students	8,400

Programs to increase enrolment of females from disadvantaged groups

Australian Capital Territory

The government is developing the *Women in Trades* program to address the underrepresentation of women in traditionally male dominated trades. The program will: develop and deliver training and support for women apprentices and employers; develop a hub for linking employers and female apprentices and tradeswomen; and launch a pre-apprenticeship program targeting high schools and secondary colleges to expose female students to experiences in vocational areas traditionally dominated by male students.

Victoria

The Government has set a target to halve the proportion of students leaving education between Year 9 and 12. The government has established *LOOKOUT Education Support Centres* to support and advocate for young people in out-of-home care, and established the *Navigator Pilot* program to support disengaged students, many of whom are from highly disadvantaged backgrounds, back into education. As of September 2017, the program has returned 564 young people back into education (disaggregated data is not presently available).

Northern Territory

In 2016, a *Girls in Construction* program aimed to increase female participation rates in construction apprenticeships.

A *STEM in the NT Strategy* commencing in 2018 prioritises improving Science, Technology, Engineering and Mathematics (STEM) outcomes for girls.

Measures to ensure access to education for Aboriginal and Torres Strait Islander women *Australian Capital Territory*

With the aim of improving access to quality education for Aboriginal and Torres Strait Islander people the government provides funding in the form of ‘loadings’ for each Aboriginal and Torres Strait Islander participant in approved programs in registered training organisations, covering courses in skills training as well as apprenticeship courses.

Northern Territory

In 2017, approximately 770 Aboriginal students participated in girls’ engagement programs aiming to reduce secondary school drop-out rates and improve Aboriginal girls’ access to quality education. Schools provide English as a Second Language support to students whose first language is not English, including Aboriginal students. The *Indigenous Languages and Cultures plan* aims to ensure that all students have access to education that reflects and represents their background. Students can access the curriculum by listening, speaking, reading, viewing and writing in English. Students’ home languages are used in the classroom as a bridge to learning English and learning new concepts through English.

Western Australia

There has been significant growth in Aboriginal students completing VET qualifications in recent years, both in terms of completion of training and the level of the certificates completed. This is a reflection of the trend state-wide for all students. This growth has been ongoing, but has accelerated in recent years with the introduction of new Western Australian Certificate of Education requirements. The Department of Education supports the Department of Training and Workforce Development allocation of places in the Aboriginal School Based Training program that has contributed to this result.

New South Wales

Gender Segregation in Vocational Education - In terms of enrolments for 2016, 51% of program enrolments are females while 47% are males which is consistent since 2014.