



WOMEN'S BUDGET STATEMENT

QUEENSLAND BUDGET 2024-25



**DOING WHAT MATTERS
FOR QUEENSLAND**

QUEENSLAND BUDGET 2024-25



**Queensland
Government**

First Nations acknowledgement

Queensland Treasury acknowledges Aboriginal peoples and Torres Strait Islander peoples as the Traditional Owners and custodians of the land. We recognise their connection to land, sea and community, and pay our respects to Elders past, present and emerging.

'Rich history, thriving future.'
artwork by David Williams of Gilimbaa.



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Vision for Queensland women and girls

Our vision is that women and girls have equal rights and equal access to opportunities. Women and girls are safe, valued, and able to freely participate and succeed in the economic, social and cultural opportunities available. Women and girls are recognised and celebrated for their achievements and contributions to the community.

Foreword

Queensland has over 2.6 million women and girls, and when they prosper and can fully participate in our economy, our state is stronger.

That is why the Queensland Government has made achieving gender equality a priority. While we have been at the forefront of nation-leading policy reforms and initiatives that advocate for women's health and economic security, we recognise ongoing investment is required to continue to advance this goal.

The Women's Budget Statement shows our ongoing commitment to ensuring women are enabled and supported to live their best lives and make their best contribution to their workplace, community, family and home.

As Queensland's largest employer, our government is leading by example and taking decisive action to achieve pay equity and increase women's economic security. Recently introducing new workplace entitlements, including 10 days of reproductive health leave and the payment of superannuation during the period of parental leave, regardless of whether its paid leave or not.

We know that reproductive health can have significant impacts on workforce participation. These reforms will mean that Queensland public sector workers will no longer have to exhaust their personal leave balances to address reproductive health issues, and the long-term financial impact of taking time away from work to raise a family will be reduced.

Our continued commitment to the health and wellbeing of women and girls is demonstrated through the *Women and Girls' Health Strategy 2032*. This strategy recognises that women experience different health outcomes than men and will deliver 34 new initiatives tailored to the health needs of women and girls. We are empowering women to overcome barriers which restricts them from accessing essential health services that hinder their potential and we are re-shaping the way health services are delivered to women.

Beyond health our government is also spearheading the implementation of the response to the Women’s Safety and Justice Taskforce recommendations. For 2024–25, some of the key deliverables include a Strategic Investment Plan for the domestic, family and sexual violence system; implementing activities supporting *Queensland’s Plan for the Primary Prevention of Violence Against Women 2024–2028* and delivering a primary prevention focused campaign to increase community awareness of sexual violence and the importance of affirmative consent.

Creating a truly equal and inclusive Queensland where women are valued and safe requires effort across all government agencies, and this Women’s Budget Statement is confirmation of our collective commitment to gender equality.

Overview

The Queensland Government is steadfast in its commitment to achieving gender equality through addressing the deep cultural, systemic, and institutional changes needed to enable all Queensland women to have equal access to all the opportunities this great state has to offer.

The Queensland Women's Strategy 2022–27 provides a high-level framework for this work to take place and includes key commitments across 5 impact areas to drive the work to strengthen the status of women in Queensland. The 5 impact areas are:

1. **Economic security** is at the centre of gender equality, underpinning all other elements of gender equality throughout women's lives.
2. **Safety, health and wellbeing** focuses on reducing the incidence of violence against women, ensuring equitable access to health care, and strengthening broader wellbeing outcomes.
3. **First Nations women** need to be in control of the decisions that impact their lives and supported to raise their voices and truth tell about historical and current inequalities.
4. **Women with diverse backgrounds and experiences** have much to contribute to the Queensland community and more broadly the economy so it's important that we tailor responses to support them to equitably access opportunities.
5. **Empowerment and recognition** acknowledges that we must celebrate and inspire women, so that their successes are visible and normalised right across the community.

The 2024–25 Women's Budget Statement outlines the investment in programs and initiatives across these 5 impact areas demonstrating the ongoing support to secure women's economic futures.

Gender responsive budgeting

The Queensland Government continues to deliver on its commitment, as outlined in the *Queensland Women's Strategy 2022–27*, to enhance gender-aware budgeting approaches in the Queensland Government and work to ensure gender impacts are considered in financial and policy decisions so that gender equality is elevated into the highest levels of decision making.

Gender responsive budgeting aims to ensure the potential gender impacts of investments are considered so that the best possible economic and equality outcomes are achieved, and the value of women's contributions can be fully realised. It improves the evidence base, enabling better consideration and prioritisation of proposals that positively impact gender equality.

Bids made by agencies in the Queensland 2024–25 Budget process were reviewed to consider gender equality impacts. As part of bids submitted, agencies were required to assess gender impacts and alignment with the impact areas and priority cohorts identified in the *Queensland Women's Strategy 2022–27*. This information was considered alongside other policy and financial implications. Following this, a process was applied by key agencies to further identify potential gender impacts arising, and identified areas where additional work was required to meet desired policy responses.

It is expected that efforts will continue to develop the underpinning evidence base and build on gender analysis practices to inform future budget processes.

Gender equality indicators¹



Labour force participation

WOMEN
64%
MEN
70%



Gender pay gap*

11.5%
(\$11,528.40
less per year)



Attainment of bachelor degree or above (aged 15–74)

WOMEN
31.7%
MEN
22.7%



Proportion of workers employed part-time

WOMEN
43%
MEN
20%



Average superannuation balance

WOMEN
\$147,786
MEN
\$184,291



Underemployment ratio

WOMEN
8.5%
MEN
5.8%

*The gender pay gap represents the difference between the average weekly ordinary time earnings of full-time female and male employees.

¹ Data for labour force participation, proportion of workers employed part-time, and underemployment ratio from ABS Labour Force, Australia April 2024. Data for Gender Pay Gap from ABS Average Weekly Earnings, Australia November 2023. Data for educational attainment from ABS, Education and Work, Australia May 2023. Data for superannuation from Queensland Gender Equality Report Cards, 2023.

Economic security for Queensland women and girls

Economic security is central to gender equality. Ensuring women have equal access to opportunities and choice about how they participate in the economy will support fairer outcomes for women across their lifetimes and will strengthen our economy.

Economic outcomes for Queensland women and girls have continued to improve. The gap between female and male labour force participation rates are narrowing and Queensland's gender pay gap, as of November 2023, has fallen to 11.5 per cent, which is below the national average of 12 per cent.

However, despite this significant progress, gender inequality persists, and women continue to face barriers that limit their economic opportunities. Women continue to spend more time doing unpaid work and caring for children, and experience higher levels of underemployment, despite being highly educated. This limits women's economic potential and can impede labour productivity and exacerbate skills shortages across the economy.

Addressing barriers to gender equality is important for women and the economy more broadly. Gender equality supports a more productive Queensland economy – by enabling the skills of all Queenslanders to be more fully utilised to support economic growth and higher standards of living.

Continuing to unlock the economic potential of Queensland's highly educated and skilled women will be critical to building a more dynamic and productive workforce now and in the future.

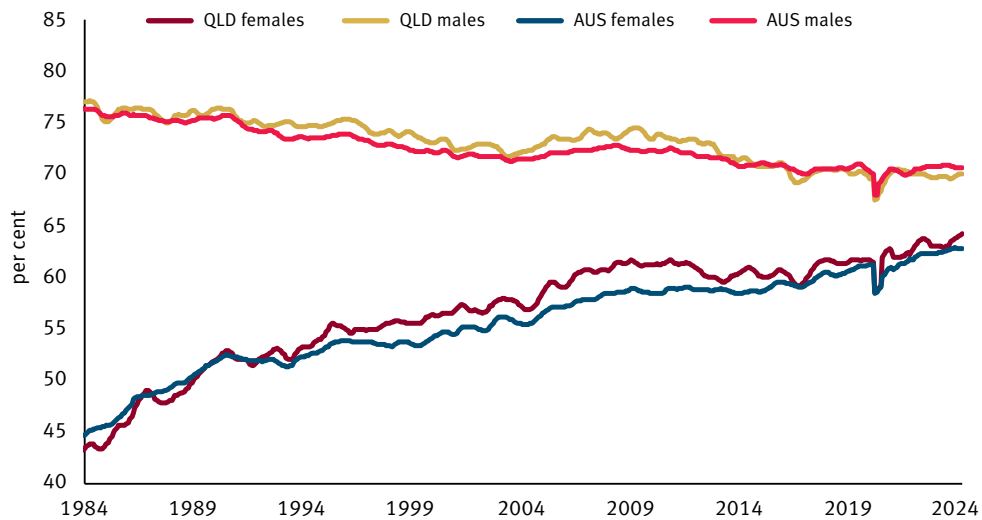
Women’s participation in the workforce

The labour force participation gap between Queensland women and men continues to close.

Female labour force participation has risen significantly over the last 40 years and the participation gap between Queensland women and men has continued to close.

In April 2024, the gap between female and male labour force participation was around 6 percentage points (64 per cent for women and 70 per cent for men), down from around 7 percentage points in April 2023. This reflects Queensland’s comparatively strong female labour force participation, which remains higher than the national rate (Chart 1).

Chart 1: Participation rate by sex, Queensland and Australia



Source: ABS Labour Force.

Note: 1. As per ABS definition, the working age population consists of the residential civilian population aged 15 and over.

A broad range of factors have contributed to the narrowing of the participation gap over time, including evolving gender norms, women’s increased educational attainment, and improved access to affordable childcare and flexible work arrangements, which provide women and men with greater choice about how they engage in the labour market.

However, there is still room for improvement. If Queensland women participated in the labour force at the same rate as men, there could have been approximately 138,600 additional women in the labour force in April 2024.

Disparities in labour market outcomes remain linked to women undertaking a greater share of unpaid work compared to men, particularly around caring for children.

Approximately 14 per cent of Australian women report undertaking 30 hours or more of unpaid work every week compared to only 4 per cent of men in 2021.² This includes caring for children, which remains the most common barrier for Australian women who want to work more hours (46 per cent of women compared to 6 per cent of men in December quarter 2023).³

Employer reporting under the *Workplace Gender Equality Act 2012*, indicates that in 2023, only 14 per cent of all paid primary carer’s leave taken was by men.⁴

² ABS Unpaid Work and Care: Census.

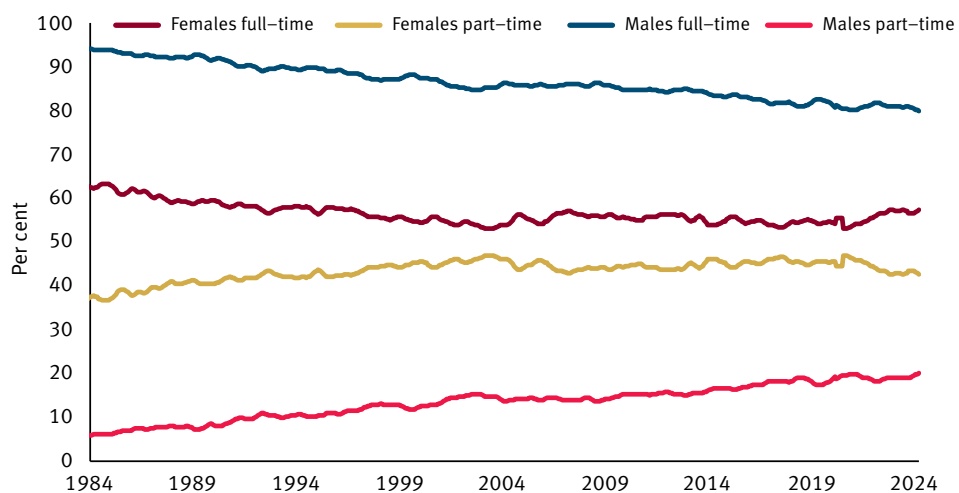
³ ABS Barriers and Incentives to Labour Force Participation.

⁴ Workplace Gender Equality Agency (2023) WGEA Scorecard 2022–23: The state of gender equality in Australia.

Queensland women are more likely to work part-time than men.

While the proportion of both women and men working part-time has increased over time, the rate of part-time work among employed women (43 per cent) remains more than double that of employed men (20 per cent) as at April 2024 (Chart 2).

Chart 2: Share of part-time employment by sex, Queensland



Source: ABS Labour Force.

Women and men’s access to part-time and flexible work continues to be constrained by persistent labour market rigidities and gender norms that impact the way Australians organise paid and unpaid work and care.

While part-time work provides flexibility to manage unpaid work and care, it can also limit career progression. The Workplace Gender Equality Agency (WGEA’s) most recent Gender Equality Scorecard highlighted there are still limited opportunities for part-time employees to take on management roles in the private sector, with only 7 per cent of managers working part-time in 2022–23 within reporting organisations.⁵

The ongoing underrepresentation of women in management and leadership positions contributes to the gender pay gap and economic inequality for women.

⁵ Workplace Gender Equality Agency (2023) WGEA Scorecard 2022–23: The state of gender equality in Australia.

Queensland women are more likely to be underemployed than men and their skills may not be fully utilised.

As at April 2024, 8.5 per cent of employed females in Queensland would prefer, and are available for, more hours of work compared to 5.8 per cent of employed Queensland males.

Females are also more likely to have higher educational qualifications than males, with 31.7 per cent of Queensland females aged 15–74 years holding a bachelor's degree or above in May 2023, compared to 22.7 per cent of males.⁶

The underemployment of women and underutilisation of their education and skills can exacerbate economic inequality for women and impede overall labour productivity and the competitiveness of Queensland industries.

The gender pay gap

Queensland's gender pay gap⁷ continues to narrow and is now below the national gender pay gap (Chart 3).

As at November 2023, Queensland's gender pay gap was 11.5 per cent, down from 14.8 per cent at November 2022, and below the national average of 12 per cent. This equates to full-time working women in Queensland earning, on average \$11,528.40 less per year than full-time working men.⁸ Queensland's gender pay gap has fallen from 20.9 per cent a decade earlier, as of December 2013.

⁶ ABS Education and Work, Australia.

⁷ The gender pay gap measures the difference between the average full-time earnings of women and men. As noted by the ABS, average weekly ordinary-time earnings of full-time adult employees is the most commonly cited measure of the gender pay gap. This measure does not include part-time workers or account for hours worked or overtime worked. Measures which include all employees and total earnings are likely to show a larger pay gap than measures derived using only full-time employees and ordinary-time earnings. Measures using hourly-earnings data are likely to show a smaller gap than measures derived using weekly or annual earnings.

⁸ ABS Average Weekly Earnings and Queensland Treasury

Chart 3: Gender Pay Gap by State and Territory



Source: ABS Average Weekly Earnings.

The gender pay gap, combined with lower participation and other workforce disparities contributes to women experiencing economic insecurity over their lifetime, including into retirement.

In 2020–21, the average gap between male and female superannuation account balances in Queensland was around 19.8 per cent for people over 18 years of age (the average superannuation balance was \$147,786 for women and \$184,291 for men).

Despite progress over recent decades, there are a range of social and economic factors that continue to drive the gender pay gap. These include wage disparities across industries and occupations, time spent out of the workforce, differences in work patterns and gender discrimination and bias.

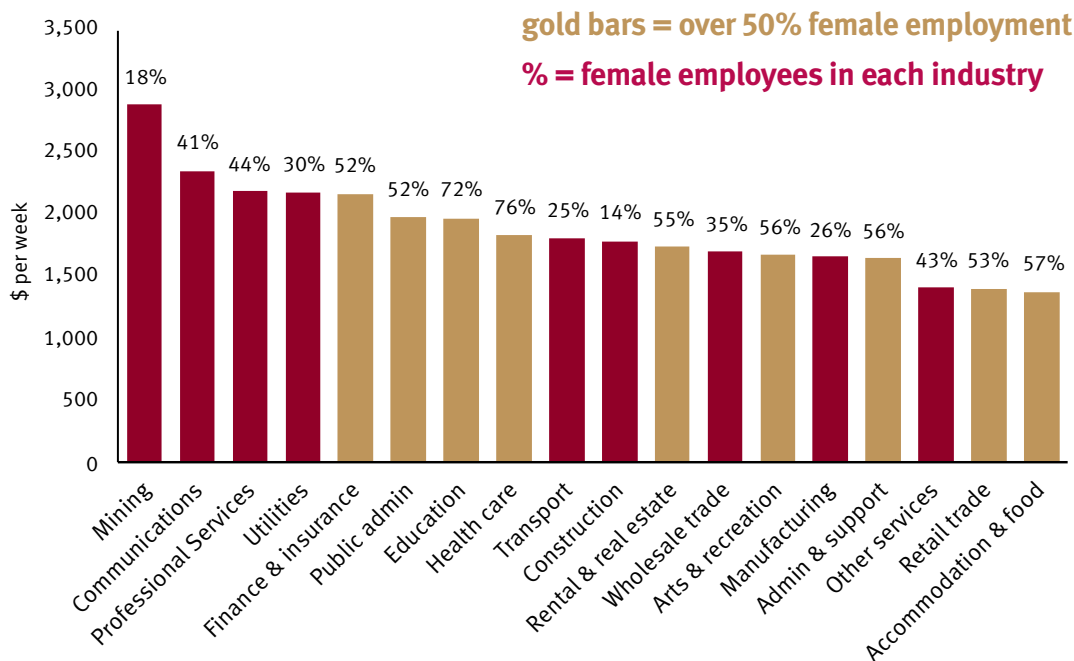
Spotlight on workforce gender segregation

The unequal distribution of women and men working across different occupations and industries is a key driver of the gender pay gap and limits the contribution both women and men can make to the strength of our economy. The Australian labour market is highly gender-segregated by industry and occupation, a pattern that has continued for decades and reflects strong and persistent gender norms.

Consistent with national trends, health care and construction are the most highly gender-segregated industries in Queensland.⁹ In 2023, women accounted for 75.9 per cent of all employed persons in Queensland’s health care industry, but only 14.3 per cent of all employed persons in the construction industry.¹⁰

Queensland’s mining and utilities sectors also remain highly male dominated and continue to attract higher wages compared to Queensland’s female dominated sectors such as health care and education (Chart 4).

Chart 4: Average weekly earnings by industry and proportion of female employment



Source: ABS Average Weekly Earnings and ABS Labour Force.

⁹ ABS Average Weekly Earnings and Queensland Treasury

¹⁰ ABS Average Weekly Earnings and ABS Labour Force

Gender pay gaps continue to persist across all industries, including those that are female-dominated. The concentration of men in industries with comparatively higher average wages than industries dominated by women also contributes to the overall gender pay gap.

Workforce gender segregation can be a barrier to both women and men switching between occupations and industries and may exacerbate labour shortages. Analysis by Jobs and Skills Australia suggests that highly gender segregated occupations are more likely to experience skills shortages, particularly male-dominated occupations.¹¹

Interjurisdictional research shines a light on workforce segregation and the significant challenge ahead.

Recent findings from interjurisdictional national research led by Commonwealth, state and territory Treasury departments suggests a more gender balanced workforce would contribute to a more productive, resilient and equitable Australian economy.¹²

The research noted that workforce gender segregation is a key factor underpinning Australia's gender pay gap and can impede productivity and economic growth by restricting choice for individuals and contributing to a misalignment of skills and talent across the economy.

However, the underlying drivers of gender segregation in the Australian workforce are complex, mutually reinforcing and grounded in longstanding gender norms which exist across the life-course of individuals. Such norms can incentivise stereotypical behaviour in education and work, often well before people enter the labour market.

Gender segregation is therefore challenging to address and requires persistent effort across all levels of government, the private sector, and by individuals and communities to challenge gender norms and address workforce barriers associated with gender.

¹¹ Jobs and Skills Australia (2024), Skills Shortage Quarterly, December 2023

¹² Women's Economic Outcomes Senior Officials Working Group (2024) Workforce Gender Segregation in Australia. Available at www.wa.gov.au/government/publications/workforce-gender-segregation-australia

Supporting Queensland women in male dominated industries.

Gender equality in the workforce is a priority for the Queensland Government.

The *Queensland Workforce Strategy Action Plan 2022–2025* includes initiatives to support the attraction and retention of women in traditionally male dominated industries such as manufacturing and construction, and the Queensland Government's *lets protect respect* campaign empowers industries to embrace gender equality to deliver the benefits of an inclusive and adaptive workforce.

Queensland is leading the nation as the first state to sign up to the international *Equal by 30* campaign to promote opportunities for women in the clean energy sector. *Equal by 30* aims for equal pay, equal leadership and equal opportunities in the clean energy sector by 2030.

As a signatory of the campaign, the government will develop a *Women in Renewables Strategy*, among other commitments, to drive practical actions to improve gender diversity and participation and completion of apprenticeships and training in vocational and university-level qualifications in the traditionally male-dominated energy sector.

As Queensland's advanced manufacturing sector continues to grow and innovate, the *Women in Manufacturing Strategy* will help to attract and retain women in the state's manufacturing industry. As part of this strategy, the Queensland Government introduced the Women in Manufacturing Mentoring Program to support women undertaking trade apprenticeships in manufacturing, a traditionally male dominated industry and improve completion rates.

The government is also supporting women and girls' participation and leadership in male dominated industries through the Women in Industry grant program.¹³

¹³ Originally titled the Women in Network grant program.

Women in Manufacturing Mentoring Program

As part of Queensland's *Women in Manufacturing Strategy*, the Women in Manufacturing Mentoring Program welcomed over 10 mentoring and mentee pairs in its first year. The program began in January 2024 with monthly mentoring sessions enabling the mentors to share their industry knowledge and experience to support their mentees working towards career goals.

The mentees were drawn from schools in Brisbane including Glenala State High School and St James and the mentors came from a wide range of industries including Elexon Electronics, Drake Trailers and Mayneline Joinery Pty Ltd.

The Women in Manufacturing Mentoring Program was created to deliver leadership opportunities to women currently working in manufacturing and looking for the next step in career development; and to deliver support and guidance to young women at high school and looking for a role model in the industry.

The first round of the program has also provided a fresh perspective on the barriers facing young women thinking about a manufacturing career.

To complement the Women in Manufacturing Strategy, the docuseries 'She Made It' was launched in March 2024 to highlight the inspiring women in Queensland's manufacturing industry and showcases the resilience and strengths of women in a male dominated workplace. You can view the docuseries 'She Made It' at www.womeninmanufacturing.com.au.



Supporting Queensland women owned businesses and female entrepreneurs

There is a persistent gap in the proportion of women and men as owner-managers and entrepreneurs in Queensland and Australia. In the year-ended April 2024, the female rate of self-employment was 5.8 percentage points lower than for males in Queensland, compared with 7.8 percentage points lower in the rest of Australia. In Queensland, women account for 39.2 per cent of owner-managers, compared to 34.8 per cent for the rest of Australia.

Women in business are supported through a range of small business grant programs including Business Basics, Business Boost and Business Growth Fund which are complimented by the Mentoring for Growth program. Over 50 per cent of Business Basics grant recipients have been women-owned or led.

The government is also prioritising support for women innovators and entrepreneurs under the Backing Female Founders Program, providing a suite of initiatives to grow and scale Queensland innovation businesses founded by women. The program initiatives assist female founders at various stages of the entrepreneurial lifecycle and address the barriers in the youth, startup, scaleup and global stages of the innovation pipeline. The program also collaborates with industry and government partners to deliver events, opportunities and resources to support women to continue their business journey and develop into thriving Innovation Driven Enterprises.

Leading by example – gender equality in the Queensland Public Sector

As the largest employer of Queensland women, the Queensland Government is committed to supporting gender equality across the public service.

More than two-thirds of public sector employees are women, and over half of public sector leadership roles (53.8 per cent in 2023) which include senior officer, senior executive and chief executive levels are held by women. This is up from 52.6 per cent in 2023.

The Queensland public sector gender pay gap has narrowed to 6.3 per cent in 2023 (down from 7.6 per cent in 2022).¹⁴

¹⁴ The Queensland Public Sector Commission calculates the gender pay gap using earnings which reflect employees' full-time earnings regardless of whether the employee works part-time.

The pay gap has improved across every age group in 2023 and there is no longer a gap for women aged 30-34 years. Importantly, improvements in Queensland's public sector gender pay gap can be seen across every agency, every age group, and every target group.

Leading the nation with new public sector leave and superannuation entitlements.

The Queensland Government is introducing new workplace entitlements for Queensland public sector workers, including a nation leading 10 days of reproductive health leave.

The leave may be used for reasons like fertility and IVF treatment; chronic reproductive health conditions like endometriosis; preventative screening, including for breast and prostate cancers; and other treatments associated with reproductive health like hysterectomies and vasectomies. These new entitlements will be in place no later than the end of September 2024.

From 1 July 2024, superannuation will be applied to all parental leave for the first 52 weeks for Queensland public sector employees, whether the leave is paid or unpaid. Currently, superannuation payments are only made during periods of paid parental leave. This new arrangement will support economic security for new parents, especially women, by helping to ensure they are not disadvantaged in retirement.

The new superannuation entitlements are an important step toward closing the superannuation gap between Queensland women and men in the public sector – and the private sector is encouraged to follow the government's lead.

Implementing the Women's Economic Security package – progress to date

The 2023–24 Budget included an investment of \$16.3 million over 4 years in a Women's Economic Security package to lift women's workforce participation and enable women to prosper and succeed. The funding supports a range of targeted new or expanded initiatives to enhance women's economic security including support for women in male dominated industries, women in business and innovation, and for disadvantaged and vulnerable women to access economic opportunities.

Key achievements during 2023–24

- The first cohort of over 250 Queensland participants started in the Future Women Jobs Academy with:
 - 100 per cent being over 40 years old
 - 51 per cent located in regional, rural or remote areas
 - 31 per cent from culturally and linguistically diverse backgrounds
 - 16 per cent living with disability
 - 3 per cent identify as First Nations.
- Comprehensive consultation to inform guidelines for the new Women in Industry grant program¹⁵ supporting women and girls' participation and leadership in male-dominated industries.
- Redevelopment of the Fresh Start for Me program providing online resources to support women impacted by domestic and family violence to return to, or enter, the workforce.

¹⁵ Originally titled the Women in Network grant program.

- Enhancements of the Backing Female Founders Program with the pilot Female Founders Co-Investment Fund program reviewed and eligibility criteria broadened; and expansion of the Accelerating Female Founders Program to support improved inclusivity and equitability of the Queensland innovation ecosystem.
- As part of the Women in Trade Mentoring Program, agreements with key industry organisations in Queensland were finalised to support first and second year female apprentices with access to mentoring services to help them to succeed within their apprenticeship.

Key deliverables in 2024–25

- The second cohort of Queensland women will commence the Future Women Jobs Academy program empowering them with the confidence and tools they need to enter or return to the workforce.
- Round 1 of the Women in Industry grant program will open and consider applications for projects that empower and support women in male dominated industries, facilitating the progression into leaderships roles and increasing their overall participation, including support to recruit, retain and upskill.
- Successful recipients of Accelerating Female Founders Program Round 2 will be announced, supporting more women-owned or led enterprises in both early and later stage startups over the next 2 years, and the Female Founders Co-Investment Fund will continue under expanded eligibility to support more innovative women-led enterprises who are raising capital.
- Mentoring services will continue to be provided for female apprentices in the manufacturing, automotive, construction and electrical industries.



Future Women Jobs Academy

In the 2023–24 Budget, \$3.2 million was allocated to Future Women Jobs Academy (the Academy) to support up to 500 Queensland unemployed or underemployed women across 2 years to access the tailored training, mentoring, and support to enter paid employment, educational pathways, and training opportunities.

Previous graduates of the national program include participants such as Belinda Thornley who is a Brisbane woman in her late forties who had taken a significant career break to raise her family. To boost her prospects after her career break, she went back to study. Despite achieving diploma qualifications and having prior experience, including running her own business, she was shocked that she still struggled to find a job.

She applied for, and was accepted to, the Academy. Thanks to support from the Academy and her own impressive skill set, she has started her own consulting business, BTO Consulting.

“It gave me hope. Connecting with others was great, showing me I’m not alone – many qualified women are in the same position. The Jobs Academy empowered me to monetise my own skills, gave me the network I lost whilst staying at home and gave me control over my own employment path.”



Economic security

- More than **\$12.5 million** per year ongoing continues to be available for small businesses, including those who identify as women in business through grant funding programs and mentoring for growth sessions.
- **\$35 million** in 2024–25 to continue the delivery of the Back to Work program supporting businesses to provide long-term and meaningful employment opportunities to people experiencing long-term unemployment. As at March 30 2024, 12,192 previously unemployed women have been supported into direct employment under this program.
- In 2024–25, Skilling Queenslanders for Work will invest **\$93 million** to increase workforce participation and improve work opportunities for disadvantaged Queenslanders. As at 31 March 2024, 28,878 women have secured a job as a direct result of this program.
- **\$3.8 million** over 3 years, to support women and minority groups to increase access and participation in the Quantum and Advanced Technologies sectors. The aim is to have 50 per cent of all scholarship recipients belonging to these groups.
- **\$20 million** per annum ongoing from 2024–25 to deliver initiatives under the Queensland Early Childhood Workforce Strategy and Action Plan 2023–27. Actions under the strategy will recognise and promote the expertise of our early childhood professionals, provide incentives to attract and retain their expertise, inspire leadership excellence, and support the health, wellbeing and resilience of this primarily female dominated sector.
- **\$540,000** is available in 2024–25 for the Investing in Queensland Women grant program. Grants are provided for events and projects to advance gender equality, respect for women, and promote and protect the rights and wellbeing of women and girls across the state. Over \$1.62 million has supported 169 initiatives since the program commenced in 2021.
- **\$50,000** in 2024–25 in continued support for a Women in Engineering initiative primarily focusing on early awareness, continued engagement and professional support and development, encouraging women to both study STEM subjects, as well as pursue long-term careers in engineering.

- **\$4 million** over 3 years from 2024–25 for the Housing Older Women Support Service to continue to provide information and services that support older women seeking to secure affordable and appropriate housing options.
- **\$1.25 billion** down payment over the next 5 years to contribute to a ramp up to over 2,000 new social homes being delivered each and every year from 2028. This will help deliver the target under Homes for Queenslanders for 53,500 new social homes by 2046. This target includes youth foyers, domestic and family violence shelters, First Nations social homes, and supported and emergency accommodation for vulnerable Queenslanders.
- Additional funding of **\$81.2 million** with total funding of **\$162.6 million** to support 6,500 training places for students commencing the Diploma of Nursing in 2024 and 2025. In 2023, more than 85 per cent of enrolments were women.
- Almost **\$1.3 million** in 2024–25 for the NRL Cowboys House Young Women’s Facility to support geographically disadvantaged First Nations high school aged girls with accommodation and unique wraparound services while they attend various public and privately funded secondary schools across Townsville.
- Over **\$900,000** in 2024–25 to support the ongoing delivery and expansion of Next Step Home initiative assisting women on release from custody who would be homeless or at risk of homelessness, with timely access to safe and affordable housing and connects them to coordinated support services to help them reintegrate into the community and improve their capacity to keep a home.
- **\$2.3 million** in 2024–25 for the Affordable Housing for Women Initiative supporting women and their children in domestic and family violence (DFV) shelters and other crisis and short-term accommodation to transition to stable and safe accommodation and to provide a housing pathway for women and their children experiencing DFV who have no or low income.
- **\$2.2 million** in 2024–25 for the Support Tenancies for Young Parents initiative to provide wrap around support to ensure young parents with children aged 0–8 years have the skills and capacity to sustain a tenancy, successfully parent and address other needs that will deliver longer term positive life outcomes for them and their children.



Safety, health and wellbeing

Safety

The Queensland Government remains committed to reducing the prevalence of violence against women. We know that victim-survivors carry a significant burden working through the physical, mental, emotional, and social impacts of their abuse.

The Queensland Government is committed to supporting victim-survivors of domestic, family and sexual violence. Front-line domestic, family and sexual violence services provide valuable support to women and their children escaping violence. This is why the Queensland Government has committed \$154.4 million over 4 years to boost core funding for domestic, family and sexual violence support services. This is a 20 per cent permanent uplift on their overall core funding.

Furthermore, what is often overlooked is the economic impacts individually and society more broadly, including health related costs to treat the physical and mental injuries, lost earning capacity, and the costs of replacing damaged property; or the costs of moving. Additional costs are also incurred through increased police, court system and incarceration and the investment in the delivery of prevention and perpetrator programs.

We know reducing the incidence of violence against women will have a profound benefit not only to the safety, health and wellbeing of women and girls in our state but will also ensure a more prosperous economy for everyone.

That's why the Queensland Government lead the way on the provision of Domestic and Family Violence leave for public servants, helping to reduce the economic impacts of people experiencing DFV. Pleasingly, these provisions have since been taken up by other employers (e.g. private sector) and in other jurisdictions.

Women's Safety and Justice Taskforce – Report 1

Of the \$363 million over 4 years allocated to support the response to the Women Safety and Justice Taskforce's first report, \$102 million is allocated in 2024–25. This funding will be utilised to continue implementation of the reform program and to help deliver key initiatives. An additional \$23 million over 6 years in new funding has been allocated to support the implementation of training aligned with the recently released Domestic and Family Violence Training and Change Management Framework and a statewide Training Support and Coordination Service.

Key reforms expected to be delivered in 2024–25 include:

- releasing the whole-of-government and community co-designed strategy to address the over-representation of Aboriginal and Torres Strait Islander peoples within the criminal justice system
- delivering a Strategic Investment Plan for the domestic, family and sexual violence system
- commencing a second DFV co-response trial, following on from the commencement of the first trial in Cairns
- commencing operations for the third new High–Risk Team in Rockhampton
- implementing activities supporting Queensland's Plan for the Primary Prevention of Violence Against Women 2024–2028
- trialling and evaluating a suite of youth perpetrator interventions
- planning and designing infrastructure upgrades to improve the safety of victim–survivors attending courts
- developing risk assessment tools and approaches for adults using violence and young people impacted by violence
- delivering training addressing the nature and impact of domestic and family violence to legal staff
- undertaking the first annual evaluation under the Domestic, Family and Sexual Violence System Monitoring and Evaluation Framework.

Women's Safety and Justice Taskforce – Report 2

Of the \$225 million over 5 years allocated to support the response to the Women's Safety and Justice Taskforce's second report, over \$39 million has been allocated for initiatives in 2024–25.

Key reforms expected to be delivered in 2024–25 include:

- delivering a primary prevention focused campaign to increase community awareness of sexual violence and the importance of affirmative consent
- continuing the work of the Victims' Commissioner, following the appointment of a permanent Victims' Commissioner
- piloting an expert evidence panel for sexual offence proceedings in Brisbane and Townsville
- piloting a statewide professional victim advocate service model for people who have experienced sexual violence
- developing and implementing an integrated inter-agency response to support victim-survivors of sexual violence through the criminal justice system
- trialling and evaluating body-scanning technology at the Brisbane Women's Correctional Centre.

- **\$56 million** over 4 years from 2024–25 to ensure that victim-survivors of sexual assault have access to timely and high-quality forensic examination services.
- Offering Medicare-ineligible victim-survivors access to free public health care in response to a sexual assault or experiences of domestic and family violence.
- Over **\$415,000** in 2024–25 to maintain and strengthen connections between incarcerated women and their children in the Townsville Women’s Correctional Centre to support connecting with their children through individualised case management services to strengthen their parenting and lifestyle skills prior to being released from prison.
- **\$4.4 million** in 2024–25 to:
 - provide sexual violence and abuse support services in 5 priority locations (Gladstone, Rockhampton, South Burnett, Moreton Bay and Toowoomba) including Aboriginal and Torres Strait Islander communities. The services provide trauma informed counselling for young people and children who have experienced sexual violence or abuse; and early intervention responses for young people and
 - implement community-led prevention trials in Bundaberg, Toowoomba and Yarrabah to promote safe and healthy relationships, promote online and personal safety and prevent youth sexual violence and abuse.
- **\$1.2 million** in 2024–25 for Legal Aid Queensland to provide domestic and family violence duty lawyer services for both applicants and respondents.
- Finalisation and launch of an online Anonymous Sexual Harassment Reporting Tool, to allow people to report instances of sexual harassment within the legal profession. The tool provides a safe and secure portal through which a person can make a report of witnessed or experienced sexual harassment.
- **\$14.8 million** over 2 years from 2024–25 to provide baseline resources for the delivery of DFV perpetrator programs in custody. These programs will address the drivers of gender-based violence through increasing DFV behaviour change program availability.
- **\$3.8 million** over 4 years from 2024–25 continuing the support for the Family Pathways aimed at reducing instances of adolescent sons using violence against their mothers, following experiences of adult-perpetrated DFV.
- **\$5.7 million** over 2 years from 2024–25 will enable the trial of an innovative model to address family conflict and reduce the incidence of homelessness among children and young people aged 12 to 15 years.

- **\$2 million** over 2 years from 2024–25 to test the evidence-based Family Connections model in 2 Queensland locations. The service will provide therapeutic in-home supports to reduce the likelihood of child safety involvement.
- **\$9 million** over 2 years from 2024–25 for the trial of a range of innovative responses that seek to prevent homelessness, ill health or domestic and family violence for women with young children. They will reduce the risk of involvement in the child protection system.

Health and Wellbeing

Women carry a high healthcare cost burden with women spending more out-of-pocket than men¹⁶. The impact of the COVID-19 pandemic also affected women and girls and compounded existing economic and health inequality. We also know that women lose more healthy years of life from living with disease and injury¹⁷. That is why the Queensland Government has committed to addressing this inequality through the *Queensland Women and Girls' Health Strategy 2032*. This Strategy commits to prioritising the health and wellbeing of women and girls living in Queensland which will strengthen our economy and communities.

The Queensland Women and Girls' Health Strategy 2032

Improving the health and wellbeing of Queensland women and girls is the foundation to ensuring women and girls can fully participate in their social, cultural and economic lives. All women and girls must be able to access safe, quality care where their concerns are heard and believed.

As a commitment under the *Queensland Women's Strategy 2022–27*, Queensland Health developed the *Queensland Women and Girls' Health Strategy 2032* (the Strategy) and Investment Plan to respond to the health needs of women and girls, address the wider

¹⁶ <https://grattan.edu.au/wp-content/uploads/2022/03/Not-so-universal-how-to-reduce-out-of-pocket-healthcare-payments-Grattan-Report.pdf>

¹⁷ <https://www.aihw.gov.au/reports/men-women/female-health/contents/how-healthy>

determinants of women and girls' health, improve access to health care, and improve health equity.

The Strategy is backed by a new injection of \$247.9 million investment over 5 years to drive women's health reform. With this new injection of funds, and combined with funding for existing services, the Queensland Government will now spend over \$1 billion over the next 5 years across government to target and provide activities and services that focus on women's health and wellbeing.

In 2024–25, \$55 million will be invested to deliver initiatives under the 6 priority action areas and system reform goals:

System reform goals: Implement 4 nurse-led walk-in clinics to support improved access to care including after hours, as part of the \$46 million commitment to establish the clinics in regions that need it most; and co-design of a statewide model of care for integrated women's health hubs as part of a \$300,000 commitment.

Healthy lifestyles and bodies: design and deliver targeted healthy lifestyle advice, tools and resources for women and girls with translated and easy-read content and provide funding to non-government organisations to deliver peer support group programs.

Maternal Health: support regional staff to maintain and expand their skills through the delivery of multidisciplinary outreach training in neonatal stabilisation (NEOREST) for maternity staff, and creating an additional opportunity for regional midwives to undertake rotations to higher level facilities.

Health response to domestic and family violence, and sexual violence: provide funding for social workers to provide mental health support for vulnerable women, including women experiencing domestic and family violence, and sexual violence as part of the almost \$27 million to be invested in boosting social workers to deliver more mental health services.

Sexual and reproductive health: develop a statewide public fertility preservation service for people with cancer and/or complex medical conditions as part of the \$42 million package to help improve reproductive outcomes, and provide additional supports to deliver the \$41.8 million termination of pregnancy action plan.

Mental health and wellbeing: as part of the \$18 million investment to boost women's virtual health services, provide peer support programs and therapeutic counselling and support for women's mental health and wellbeing through virtual and telephone services in partnership with community-based providers.

Chronic health conditions and cancer: develop a service model for pelvic pain and endometriosis for Queensland and a suite of statewide pelvic health clinical guidelines that provide guidance to clinicians in a range of settings as part of an \$18.2 million investment in improving service delivery to people with these conditions.

- **\$7.9 million** for 2 years from 2024–25 to design and build a donor conception register, ensuring families have access to their donor's genetic origins.
- **\$5 million** over 4 years from 2024–25 to commence the staged introduction of midwife to patient ratios in Queensland public maternity wards.
- **\$2.8 million** over 3 years from 2024-25 to support the Wellspring Child and Family Hub at Hawthorne.
- **\$1 million** over 3 years from 2024–25 to support Motherland to deliver services, support and connection to build resilience and improve mental health outcomes for isolated rural Queensland mothers.
- Almost **\$3 million** over 4 years to trial a health education program in upper primary public schools to increase access to contemporary puberty and menstruation education and access to period products.
- **\$21 million** over 4 years from 2024–25 for the continuation of the GPs in Secondary Schools Program. This program aims to decrease or remove barriers to primary healthcare access for students and will contribute to early intervention and timely and appropriate treatment for their health needs.

- **\$2.3 million** in 2024–25 for the Youfor2032 program with Phase One of the program identifying and assessing 745 female athletes with potential to compete in the Brisbane 2032 Olympic and Paralympic Games, representing a total of 43 per cent of those assessed. In Phase Two of the program, 236 female athletes were offered an opportunity to progress representing 46 per cent of the cohort. Targeted female specific sports include Rugby 7s and Soccer.
- **\$436,000** in 2024–25 for the Shine for Kids parenting program. Shine for Kids focuses solely on reducing the negative effects of parental imprisonment on children and young people by working to improve parenting, interacting with infants, parenting stress and self-esteem.
- **\$6.6 million** in 2024–25 will support True Relationships and Reproductive Health to continue to deliver high quality women’s reproductive health and sexual health services to increase service availability to women across Queensland. In 2023, 13,023 clients accessed these services 87 per cent of whom were female.
- **\$75,000** in 2024–25 to Endometriosis Association of Queensland to deliver and maintain a mobile app to provide support and care to women with endometriosis in Australia.
- **\$1.6 million** in 2024–25 for the Statewide Women’s Health Promotion Officers Program focusing on priority communities including First Nations women and girls; culturally and linguistically diverse women and girls; women and girls with disability; women and girls in custody; rural and remote women and girls and members of Lesbian, Gay, Bisexual, Transgender and Queer communities.
- **\$2,000** in 2024–25 to support the installation of Share the Dignity Vending Machines at Sleeman Sports Complex and Queensland Sport and Athletics Centre.
- **\$67.7 million** per annum from 2024–25 to continue the delivery of Intensive Family Support services to assist families experiencing vulnerabilities that might otherwise result in involvement with the child protection system. This support is provided to help make positive changes to family circumstances and reduce the need for statutory intervention. As of 31 March 2024, 2,343 families had completed support periods from services.
- **\$19.8 million** in 2024–25 to support the delivery of Family and Child Connect services to link families with advice, information and referrals to support services. For the year ending 31 March 2024, Family and Child Connect services received 30,063 enquiries.



Elevating First Nations women

First Nations women make a valuable and unique contribution to all aspects of Queensland. First Nations women have provided wisdom, leadership and protection of 2 of the world's oldest continuous living cultures in Aboriginal and Torres Strait Islander peoples for generations, but confront some unique barriers and challenges preventing their full economic and community participation.

Despite the additional barriers and challenges they face, First Nations females (67.2 per cent) were more likely than First Nations males (59.3 per cent) to continue on to Year 12 in 2022. First Nations females were also nearly twice as likely as First Nations males to hold a bachelor's degree in 2021.¹⁸

First Nations females were less likely than their male counterparts to be unemployed with an unemployment rate of 12.4 per cent, compared with 14.3 per cent. Further, First Nations women have experienced persistently lower workforce participation when compared to other Queensland women.¹⁹

Queensland is committed to the Path to Treaty and the Queensland Government is continuing efforts to address the identified priorities in the Wiyi Yani U Thangani (Women's Voices) report, which the Queensland Government pledged to support in 2020.

Investments to elevate First Nations women include:

- **\$48.4 million** per annum from 2024–25 for Aboriginal and Torres Strait Islander Family Wellbeing services which supports group programs, case management and in-home support for First Nations families to boost their capacity to safely care for and nurture their children and reduce the likelihood of their children becoming involved in the child protection system.

¹⁸ Gender Equality Report Cards 2023

¹⁹ Gender Equality Report Cards 2023

- **\$21 million** in 2024-25 for the Growing Deadly Families program to ensure every woman in Queensland giving birth to Aboriginal and/or Torres Strait Islander babies, has access to high quality, clinical and culturally capable maternity services.
- **\$480,000** per annum from 2016–17 for the continuation of the Building on Women’s Strength Project to maintain and strengthen connections between incarcerated First Nations women and their children across 4 correctional facilities located in Wacol, Numinbah, Warwick and Albion.
- **\$29.1 million** over 5 years from 2023–24 to expand Attendance and Engagement programs for First Nations students. The programs aim to increase the number of First Nations students remaining engaged at school, focus on students with the most need and ensure students of all genders have access to a program.
- **\$2.9 million** in 2024–25 for the Family Responsibilities Commission (the Commission) to support empowering people to take the initiative to reform their communities and build their own direction and future, with Local Commissioners working closely with family units to promote strong, healthy, and supportive families.
- **\$370,000** in 2024–25 for the Kowanyama Women’s Group for the ongoing delivery of programs and activities to empower the women of Kowanyama through self-determination to improve social and emotional wellbeing.
- **\$15,000** in 2024–25 to increase the number of First Nations Women Rangers in the Torres Strait Regional Authority trained in oil pollution response.
- **\$663,000** in 2024–25 for Our Country Advisory Service (Indigenous Tourism Development) to support continued collaboration with stakeholders to find effective mechanisms to create avenues for women to succeed as entrepreneurs, businesswomen and small business owners, with a particular focus on remote, rural and regional women.

- **\$1.4 million** over 3 years from 2024–25 to commence the Innovative Pilot Response in Central Queensland to support young First Nations mothers at risk of homelessness through access to accommodation, community and family support networks.
- **\$3.7 million** in 2024–25 for the Safe Haven Program to support the delivery of culturally appropriate services to respond to the safety needs of children, young people and their families experiencing or witnessing domestic and family violence in the Cherbourg, Palm Island, and Mornington Island communities.
- **\$8.6 million** in 2024–25 for the Deadly Choices program which aims to empower Aboriginal and Torres Strait Islander peoples to make healthy choices for themselves, their families and communities – to eat good food, exercise daily and to stop smoking.

Building Growth Mindset for Aboriginal and Torres Strait Islander (ATSI) girls in South East Queensland (SEQ)

Building Growth Mindset for Aboriginal and Torres Strait Islander girls in SEQ is a joint program delivered by Griffith University’s Centre for Work, Organisation and Wellbeing (WOW) and GUMURRII Student Success Unit. Funded by the Investing in Queensland Women grant program (2023, Round 2, \$15,000), the program inspires First Nations students particularly those in their first year of university to develop growth mindset through LEGO® SERIOUS PLAY®, a facilitation methodology developed by the LEGO Group which uses human imagination to gain deep insights into existing challenges (e.g., academic challenges) and create new solutions (e.g., build self-confidence or self-efficacy).

First Nations students in these transition years often face unique challenges. Many are the first in their families to pursue higher education, and thus feel uncertain about their potential and future academic and career paths. This uncertainty can be compounded by a lack of confidence and role models. A growth mindset program can be transformative for these students, empowering them to narrow the achievement gap.

Through mentorship and knowledge-sharing from accomplished First Nations female leaders like Dr. Jennifer-Leigh Campbell (certified LEGO® Serious Play® facilitator) and Dr. Julie Ballangarry (host of F! It! podcast miniseries), students learned to reframe failure as a stepping stone to success. They acquired practical strategies to channel their efforts effectively, fostering the skills and knowledge necessary to thrive academically. This empowering program not only built confidence but also equipped students with the tools to navigate their university journey with resilience and determination.

Dr. Jiraporn Surachartkumtonkun and Dr. Carys Chan from WOW partnered with Mr Stuart Allen (Senior Manager, GUMURRII Student Success Unit) and Dr. Jennifer-leigh Campbell, to co-design and create in-person growth mindset LEGO® Serious Play® workshops and online resources for young women as well as educators and facilitators looking to implement the program in their schools and communities. In addition to empowering First Nations students and educators, this project also primarily engaged the services of First Nations suppliers in the SEQ region.





Diverse backgrounds and experiences

Queensland is a large and diverse state, and it is the diversity of Queensland's women that provides government with a valuable range of perspectives and experiences. There are many diverse groups of women in Queensland including, women with disability, women from culturally and linguistically diverse (CALD) backgrounds, women who identify as LGBTQIA+, women from regional, remote and rural areas, older women, and women from backgrounds of poverty or socio-economic disadvantage. Collectively, Queenslanders spoke more than 190 languages other than English at home, reported an affiliation with one of more than 110 religions and came from more than 220 countries and territories.²⁰ Six per cent of all Queenslanders report having a need for assistance with a core activity with females being 51.5 per cent of people in need of assistance.²¹ Of the people over 65 years, 52.7 per cent were female.²²

We already know that women face inequity across most measures however, these intersecting factors often lead to compounding disadvantage in terms of gender inequality including in the workforce. Labour force statistics of migrants in Queensland and Australia indicate significant disparities between the outcomes for migrant men and women, with women less likely to participate in the labour force, and more likely to work part time.

The Queensland Government is committed to reducing these barriers for the diverse cohorts of women and girls in Queensland, to ensure that they have access to the same opportunities as everyone else to participate fully in our economy.

- Since September 2021 (and as at 31 March 2024), the Diverse Queensland Workforce program has assisted 1,783 migrants with 1,033 (57.9 per cent) being women. In the 2023–24 year (as at March 2024) 287 women were assisted. Of the 119 women who have exited, 105 (88 per cent) have gained employment.

²⁰ <https://www.dcssds.qld.gov.au/our-work/multicultural-affairs/multicultural-communities/queensland-cultural-diversity-demographic-statistical-resource/diversity-figures-snapshot-report>

²¹ <https://sdq.geografia.com.au/#/ste/Queensland/2021/Other/Disability>

²² QGSO Women and Men's Profiles

- In the first 6 months of 2023–24, the Queensland Disability Advocacy Program has provided almost 2,527 advocacy services to 724 women and girls across Queensland.
- As at 31 March 2024, the Assessment and Referral Team has supported 249 at risk women and girls to get access to the NDIS. Of these 49 per cent identified as disengaging from education, 51 per cent lived in remote and very remote communities and 25 per cent identify as First Nations people.
- The annual Voice of Queenslanders with Disability Survey provides a platform for women and girls with disability to share their unique and diverse experiences. In 2023, almost 70 per cent of survey respondents with disability, and 88 per cent of respondents who were family/carers, identified as female.
- **\$6.8 million** over 4 years from 2024–25 to implement a statewide model of affirming care for LGBTIQ+, Sistergirl and Brotherboy communities in Queensland, to provide targeted support for LGBTIQ+ people with physical and mental ill health.
- **\$3.3 million** over 4 years to continue a trial of the Cultural Family Partnership services in Hervey Bay, Logan and South West Brisbane. This proposal provides support to mothers and female kin raising/parenting young people involved in the youth justice system.
- **\$7.4 million** per annum ongoing for Seniors Legal and Support Services and Seniors Financial Protection Services to help older women (60+ and 50+ for First Nations women) who are experiencing or at risk of experiencing elder abuse. With females more likely to experience elder abuse, these services provide critical supports to women through free legal and social work.
- **\$6 million** in 2024–25 for the Community Action for a Multicultural Society and Celebrating Multicultural Queensland programs. Supporting a range of activities and initiatives that build opportunities for people, including women, from culturally and linguistically diverse backgrounds.
- **\$250,000** in 2024–25 for the Safe and Diverse Communities grants program to support targeted community-led projects to take proactive steps towards improving women’s safety multicultural communities across the state. Since the program commenced in 2021–22 \$1.33 million in projects have been funded.

- **\$1.3 million** in 2024–25 to progress the implementation of the Culturally and Linguistically Diverse (CALD) capability project. This project aims to build the evidence base to better understand what supports and interventions are needed to create long term change in CALD communities in Queensland to have a better understanding of the impact and response to domestic, family, and sexual violence.
- **\$160,000** in 2024–25 to develop a Framework for Girls and Young Women in contact with the youth justice system. This Framework will look into the gender responsive approaches for girls and young women within Queensland’s youth justice system, with the aim to provide evidence-based, user-informed recommendations to build and strengthen current responses.
- **\$7.5 million** in 2024–25 in continued support for the Transition to Success program. The program has supported 88 young women and girls in contact with the youth justice system to access education, vocational training, trade taste testers, work experience and employment opportunities to provide positive outcomes and transition pathways.
- **\$5.1 million** per annum ongoing for Women’s Reintegration Services to enhance reintegration outcomes and reduce reoffending across the state. The enhanced statewide service is expected to increase the reach to all women pre-release and expand the number of in community services over the next 12 months.
- **\$4.8 million** over 2 years from 2024–25 to expand support under the Asylum Seeker and Refugee Assistance (ASRA) program; and \$1 million over 2 years to broaden engagement with children through the Queensland Program of Assistance to Survivors of Torture and Trauma (QPASTT).

Diversity in the Queensland Public Sector

The Queensland Government is committed to achieving equity and diversity in the public sector workforce.

The Queensland public sector is the state’s largest employer, and the Office of the Special Commissioner, Equity and Diversity works towards policies and strategies that progress equity and diversity for women and diverse cohorts across the sector.

Agencies have recently completed their second equity and diversity audit process. Agencies conduct this annual equity and diversity audit using a guide that supports a deep dive into their workforce data to identify both positive trends and areas for improvement. The audit asks agencies to consider their gender pay gap at whole of agency level, but also within each division of their agency, to better identify any areas where women are bunched in lower levels or not equally represented.

The audit provides a sound evidence base to underpin measures that are then included in each agency's equity and diversity action plan. These are both key measures to assist chief executives to meet their obligations to progress equity and diversity under the new *Public Sector Act 2022*.

These strategies are yielding success. The gender pay gap has improved for women, with the gap on earnings reduced from 7.6 per cent in June 2022 to 6.3 per cent in June 2023. There have been similar improvements for other diversity target groups.

There are also new and exciting recruitment initiatives to bring more women and diverse cohorts in to particular industries. An example is the electrical safety inspectors, which is a traditionally male-dominated occupation. Previous recruitment processes often attracted few if any applications from diverse groups, so the agency undertook a targeted recruitment campaign that encouraged applications from women and First Nations peoples. The result was both a diverse pool of applicants and appointment of 4 women and 2 employees who identified as First Nations peoples.

Feedback from applicants confirmed that they may not have applied without this targeted recruitment approach. The recruitment campaign confirmed that their previous processes may have deterred some candidates, and that simple new targeted approaches can yield more diverse pools.

There has been great success achieved however, there is more work to be done, with a particular focus on inclusive recruitment and selection in the coming year.



Empowerment and recognition

The Queensland Government’s commitment to women goes beyond keeping them safe and supported. It extends to ensuring women are enabled to participate and succeed.

Women are underrepresented in key decision-making roles across almost all industries in the Australian workforce. In Queensland, women accounted for 31.8 per cent (or 2,796) of the total 8,806 chief executives and managing directors during 2022–23 — nationally women accounted for 28.9 per cent (or 16,945).²³ Increasing the participation and representation of women in leadership positions has been linked to improved organisational performance, and profitability.

Empowering women and increasing women’s leadership representation has found companies in the top quartile for gender diversity on their executive teams were 21 per cent more likely to experience above-average profitability.²⁴ Creating a diverse and inclusive leadership in workplaces and communities has demonstrated benefits such as efficiency, innovation, engagement, and creativity.

That is why the government continues to encourage the non-government sector to follow our lead by setting targets for women in leadership positions and on boards. We continue to exceed our target for women appointed to Queensland Government Boards.

²³ Australian Bureau of Statistics, 2023, Labour force, Australia, Detailed, August 2023 – GERC QGSO

- **\$900,000** over 3 years from 2024–25 to continue support for the Women of the World program.
- **\$150,000** in 2024–25 for Seniors Expo and Seniors Savings Pop-ups to help older women to connect with inclusive support services and opportunities as equal participants in Queensland society, with emphasis on addressing the cost of living to promote financial and economic security.
- **\$500,000** in 2024–25 to support continuation of the Engaging Science Grants Program aimed at increasing participation in science-based activities. In 2023–24, 34 female recipients shared in approximately \$589,000 supporting participation in STEM education activities and training.
- **\$25,000** in 2024–25 for the Queensland Women in STEM Prize to encourage, support and recognise the participation of women in STEM careers. In 2023–24, 4 women were recognised for their contribution in STEM fields.
- **\$300,000** to continue to support the Australian Women in Music Awards remain in Queensland for another 3 years – strengthening the state’s leadership in the music space nationally and amplifying the importance of gender equality and women’s contribution across the entire music industry.

24 <https://www.wgea.gov.au/publications/gender-equality-business-case#org-performance>

- Continued support for the Women in Industry Networking events and Women in BIO Forums recognising the contribution that women make to industry and biomedical and biotechnology fields in Queensland while providing the opportunity for women to network, form connections and learn from the experiences of the speakers.
- **\$27,000** in 2024–25 for the Veterans’ Health and Wellbeing Research Grants Program to support a qualitative study designed to capture female veterans’ perspectives on the impact of service-related chronic pain and the challenges they face in obtaining optimal health care management. This research will inform delivery of an education module.
- **\$390,000** in 2024–25 to support participation in the Australian Major Projects Leadership Academy senior leadership program. This year-long program aims to help major project leaders develop their leadership in order to transform the culture, productivity, and sustainability of the major project sector in Australia.
- **\$700,000** in 2024–25 to provide employment pathways including cadetships, internships, scholarships and traineeships for women creating pathways into professional disciplines that have historically had lower representation of females across the transport sector.
- Continued support for the annual Women in Fire and Emergency Services Awards acknowledging members of the Queensland Fire Department (QFD), paid and volunteer, who make an outstanding contribution to the inclusion of women. Award categories include Outstanding Female Leader, Champion of Change and Mentor of the year.

- **\$45,000** supporting participation in the Australian Institute of Police Management (AIPM) Balance program enhancing the skills and knowledge of women in public safety, building their influence and responsibility to support better organisational performance. The program is supported by a professional cohort of mentors, many of whom are graduates of previous AIPM Balance programs.
- **\$4 million** in 2024–25 towards Queensland’s contribution for Football Australia to host Asian Football Confederation Women’s Asian Cup 2026, which will continue the momentum around women’s football and further build on the legacy of hosting FIFA Women’s World Cup 2023.
- Ongoing commitment to support sponsorship for of the Outstanding Achievement of a Woman in Environment and Sustainability within the construction industry award, presented by the National Association for Women in Construction recognising women that demonstrate leadership and commitment to the environment, sustainability and social or community outcomes.
- **\$150,000** in 2024–25 in continued support for a range of initiatives as part of the Women in Local Government Strategy including a Deadly Women in Local Government Conference and attendance of women from remote, rural and Indigenous areas at the Local Government Managers Association Queensland’s Women in Local Government Conference.

Women and Firefighting Australasia

Women and Firefighting Australasia (Wafa) is a multi-national association with a mission to collaborate with individuals, communities and emergency services to build confidence and empower women to achieve their full potential within their roles within the fire and emergency services sector.

Wafa aims to promote equity across the fire and emergency services sector to empower all women to embrace their strengths.

The Queensland Fire Department supports Wafa through an annual corporate membership and is represented on the Wafa Board and supports the biennial Wafa Conference.

QFD is also proud that one of their own is the 2024 Wafa President, Central Region's Station Officer – Quinn Cramer.

Quinn has been part of the Queensland Fire Department for over a decade. Quinn was the first female employed to a permanent position in Rockhampton and only the fourth female in the Central Region. Through her involvement with Wafa, Quinn saw a need to implement and work towards improving communications and mentoring networks for female firefighters, particularly in rural areas.

“Personally, I've been privileged to have been a part of Wafa as a Board Member since 2017 and President for 3 terms during that time. I've gained an immeasurable amount of experience throughout the years from planning conferences to holding high level strategic meetings with partner agencies and Commissioners, certainly not something one would expect of a Station Officer from Gladstone. I've also been privileged to be asked to speak at a number of conferences and share my experiences. Last year I was also extremely proud to be appointed by the Governor General to the Australian Emergency Medal Committee.”



\$1,000

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