



# 2022 Women's Report Card

An indicator report of Western Australian women's progress



Priority area: Economic independence



**Goal:** Women can be financially independent across all life stages.

## Introduction and scope

This briefing note addresses women's economic independence in Western Australia, a key priority area identified in the Western Australian Government's 'Stronger Together: WA's Plan for Gender Equality' report which is a coordinated approach to addressing gender inequality in WA over the long term.<sup>i</sup>

Economic independence is one of the most important steps towards, and indicator of, gender equality. It empowers women with the ability to make choices, enhancing their careers and overall wellbeing.

This briefing note explores the trajectory of women's educational opportunities, their labour market involvement and unpaid labour, and how WA compares nationally and over time.

This note should be read in conjunction with the WA Women's Data Insights Platform, which provides a detailed set of metrics for various indicators relating to safety and justice over time.

<sup>i</sup> Government of Western Australia, Department of Communities. (2021). *Stronger Together: WA's Plan for Gender Equality*. Government of Western Australia. <https://www.wa.gov.au/government/publications/stronger-together-was-plan-gender-equality>



## Outcomes

Desired outcomes in the area of economic independence include:

- WA women attain financial independence, including in retirement
- WA women have educational outcomes in a broad range of education and training fields that allow them to join the labour force
- WA women have access to secure and affordable housing
- WA women receive the same pay as men for doing the same work or work of comparable value
- The participation of WA women in the workforce is supported and expanded
- WA women and men are supported to share caring and unpaid work responsibilities.

## Indicators

The indicators in this chapter contribute to understanding how WA is progressing towards achieving these outcomes:

- Education and training
- Labour force participation
- Financial and non-financial assets, including income and housing
- Unpaid work and caring responsibilities
- Social norms, cultural perceptions and life satisfaction.



## Education and training

Key insight	Description	Change over time																																				
<b>Retention rates of Aboriginal and Torres Strait Islander students for Year 7 to Year 10 in WA have improved since 2017, with men increasing by 4.8 percentage points to 54.6 per cent, and women by 5 percentage points to 58 per cent.<sup>ii</sup></b>	<p>The gap in retention rates for Year 7 to Year 10 between Aboriginal and Torres Islander and non-Aboriginal and Torres Islander students has closed by almost 4 percentage points between 2017 and 2021.</p> <p>Minor increases have been seen in overall retention rates for non-Aboriginal or Torres Strait Islander students since 2017, with WA women increasing by 1 percentage point to 88.8 per cent, and men by 0.8 percentage points to 82.2 per cent.</p>	<table border="1"> <caption>Data for Retention rate (women) 2011-2021</caption> <thead> <tr> <th>Year</th> <th>Non-Aboriginal (%)</th> <th>Aboriginal (%)</th> </tr> </thead> <tbody> <tr><td>2011</td><td>88</td><td>38</td></tr> <tr><td>2012</td><td>88</td><td>45</td></tr> <tr><td>2013</td><td>90</td><td>45</td></tr> <tr><td>2014</td><td>87</td><td>42</td></tr> <tr><td>2015</td><td>87</td><td>50</td></tr> <tr><td>2016</td><td>87</td><td>48</td></tr> <tr><td>2017</td><td>87</td><td>48</td></tr> <tr><td>2018</td><td>87</td><td>50</td></tr> <tr><td>2019</td><td>88</td><td>52</td></tr> <tr><td>2020</td><td>88</td><td>52</td></tr> <tr><td>2021</td><td>88</td><td>52</td></tr> </tbody> </table>	Year	Non-Aboriginal (%)	Aboriginal (%)	2011	88	38	2012	88	45	2013	90	45	2014	87	42	2015	87	50	2016	87	48	2017	87	48	2018	87	50	2019	88	52	2020	88	52	2021	88	52
Year	Non-Aboriginal (%)	Aboriginal (%)																																				
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2021	88	52																																				
<b>The share of women enrolled in vocational education and training (VET) courses has increased from 44.0 per cent in 2017 to 48.1 per cent in 2021.<sup>iii</sup></b>	<p>The total number of non-Aboriginal and Torres Strait Islander women enrolled in VET courses increased from over 53,142 in 2011 to 57,359 in 2021, an 8 per cent increase.</p> <p>The number of Aboriginal and Torres Strait Islander women enrolled in VET courses increased from 4,617 in 2011 to 5,717 in 2021, a 24 per cent increase across the ten years.</p> <p>Aboriginal and Torres Strait Islander women represent only 40 per cent of enrolments relative to Aboriginal and Torres Strait Islander men.</p>	<table border="1"> <caption>Data for Women (%) 2011-2021</caption> <thead> <tr> <th>Year</th> <th>Women (%)</th> </tr> </thead> <tbody> <tr><td>2011</td><td>45</td></tr> <tr><td>2012</td><td>46</td></tr> <tr><td>2013</td><td>45</td></tr> <tr><td>2014</td><td>43</td></tr> <tr><td>2015</td><td>44</td></tr> <tr><td>2016</td><td>45</td></tr> <tr><td>2017</td><td>46</td></tr> <tr><td>2018</td><td>47</td></tr> <tr><td>2019</td><td>48</td></tr> <tr><td>2020</td><td>48</td></tr> <tr><td>2021</td><td>48.1</td></tr> </tbody> </table>	Year	Women (%)	2011	45	2012	46	2013	45	2014	43	2015	44	2016	45	2017	46	2018	47	2019	48	2020	48	2021	48.1												
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<sup>ii</sup> Australian Bureau of Statistics. (2022). Schools. <https://www.abs.gov.au/statistics/people/education/schools/latest-release#data-download>

<sup>iii</sup> Government of Western Australia, Department of Training and Workforce Development. (2022). Unpublished and Customized Data. Government of Western Australia.



## Education and training (continued)

Key insight	Description	Change over time																
<b>As of 2019, almost 6 out of 10 domestic higher education enrolments in WA were by women.<sup>iv</sup></b>	This is in line with the shares reported nationally, and has not changed significantly over the last decade.	<table border="1"><caption>Data for Line Chart: Enrolments (%) over time</caption><thead><tr><th>Year</th><th>Enrolments (%)</th></tr></thead><tbody><tr><td>2001</td><td>57.5</td></tr><tr><td>2004</td><td>57.8</td></tr><tr><td>2007</td><td>58.5</td></tr><tr><td>2010</td><td>59.0</td></tr><tr><td>2013</td><td>59.5</td></tr><tr><td>2016</td><td>59.2</td></tr><tr><td>2019</td><td>59.5</td></tr></tbody></table>	Year	Enrolments (%)	2001	57.5	2004	57.8	2007	58.5	2010	59.0	2013	59.5	2016	59.2	2019	59.5
Year	Enrolments (%)																	
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2019	59.5																	
<b>In 2019, the lowest representation of women in higher education in WA were in the fields of engineering and related technologies (15%), information technology (22%) and architecture and building (38%).<sup>v</sup></b>	The largest increase in enrolment shares from 2016 to 2019 for women in WA was in information technology, increasing by 2.2 percentage points while the largest decline was in agriculture, environmental and related studies, down by 6.1 percentage points followed by education, down by 3.0 percentage points.	<table border="1"><caption>Data for Bar Chart: Enrolments (%) in 2019</caption><thead><tr><th>Field</th><th>Enrolments (%)</th></tr></thead><tbody><tr><td>Engineering</td><td>15</td></tr><tr><td>IT</td><td>22</td></tr><tr><td>Architecture</td><td>38</td></tr></tbody></table>	Field	Enrolments (%)	Engineering	15	IT	22	Architecture	38								
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Architecture	38																	

Notes: Based on most recent data available as of July 2022. Please refer to <http://www.womensreportcard.communities.wa.gov.au/> for the most current data available on various metrics relating to this indicator.

Source: Bankwest Curtin Economics Centre | Based on various data sources.

<sup>iv</sup> Government of Australia, Department of Education, Skills, and Employment. (2022). *uCube Higher Education Statistics*. Government of Australia. <http://highereducationstatistics.education.gov.au/>

<sup>v</sup> Government of Australia, Department of Education, Skills, and Employment. (2022). *uCube Higher Education Statistics*. Government of Australia. <http://highereducationstatistics.education.gov.au/>



## Labour force participation

Key insight	Description	Change over time																								
<b>In WA, women's labour force participation rate sits at 64.5 per cent as of July 2022.<sup>vi</sup></b>	<p>This is the highest labour force participation rate reported for women in WA and suggests that for many women, the ability to access the labour market is improving.</p> <p>However, while the gap to male labour force participation rates is closing, it remains above 10 percentage points.</p> <p>Nationally, the gap in labour force participation between men and women is 8.7 percentage points, 1.2 percentage points lower than WA.</p>	<table border="1"> <caption>Data for Participation gap (ppt)</caption> <thead> <tr> <th>Year</th> <th>Participation gap (ppt)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>17</td></tr> <tr><td>2004</td><td>16</td></tr> <tr><td>2006</td><td>18</td></tr> <tr><td>2008</td><td>15</td></tr> <tr><td>2010</td><td>18</td></tr> <tr><td>2012</td><td>14</td></tr> <tr><td>2014</td><td>15</td></tr> <tr><td>2016</td><td>13</td></tr> <tr><td>2018</td><td>14</td></tr> <tr><td>2020</td><td>11</td></tr> <tr><td>2022</td><td>12</td></tr> </tbody> </table>	Year	Participation gap (ppt)	2002	17	2004	16	2006	18	2008	15	2010	18	2012	14	2014	15	2016	13	2018	14	2020	11	2022	12
Year	Participation gap (ppt)																									
2002	17																									
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2014	15																									
2016	13																									
2018	14																									
2020	11																									
2022	12																									
<b>In 2022, on average, the unemployment rates for women in WA (3.2%) and women in Australia (3.8%) are the lowest recorded.<sup>vii</sup></b>	<p>The unemployment rate for women has reduced by more than 2.7 percentage points in WA since 2018. In the two years before the COVID-19 pandemic, women consistently had lower unemployment rates than men. However, at the onset of the pandemic, unemployment rates for women increased twice as fast as that of men.</p> <p>After the initial shock, women's employment in WA grew at a fast rate between 2020 and 2022, and unemployment reduced by 3.5 percentage points for women compared to 3 percentage points for men.</p>	<table border="1"> <caption>Data for Unemployment rate (%)</caption> <thead> <tr> <th>Year</th> <th>Unemployment rate (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>5.5</td></tr> <tr><td>2004</td><td>5.0</td></tr> <tr><td>2006</td><td>4.0</td></tr> <tr><td>2008</td><td>4.0</td></tr> <tr><td>2010</td><td>5.0</td></tr> <tr><td>2012</td><td>4.5</td></tr> <tr><td>2014</td><td>5.5</td></tr> <tr><td>2016</td><td>5.0</td></tr> <tr><td>2018</td><td>5.5</td></tr> <tr><td>2020</td><td>3.5</td></tr> <tr><td>2022</td><td>3.5</td></tr> </tbody> </table>	Year	Unemployment rate (%)	2002	5.5	2004	5.0	2006	4.0	2008	4.0	2010	5.0	2012	4.5	2014	5.5	2016	5.0	2018	5.5	2020	3.5	2022	3.5
Year	Unemployment rate (%)																									
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<sup>vi</sup> Australian Bureau of Statistics. (2022). *Labour Force, Australia, Detailed*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release#all-data-downloads>

<sup>vii</sup> Australian Bureau of Statistics. (2022). *Labour Force, Australia*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/may-2022#data-downloads>



## Labour force participation (continued)

Key insight	Description	Change over time																								
<b>As of June 2022, the proportion of employed women working full-time in WA sat at 52.2 per cent, compared to 56.1 per cent for women nationally and 82.6 per cent for employed men in WA.<sup>viii</sup></b>	<p>Over 91.3 per cent of men aged 30 to 54 in WA work full-time, compared to 55.5 per cent of women of a similar age.</p> <p>After the initial shock of the COVID-19 pandemic, women increased the number of working hours, and in 2022 there are more women working in full-time employment in Australia than ever before. Rates for women in WA were sitting at 52.6 per cent in June 2022, still off the record heights of January 2008 (56.3%).</p>	<table border="1"> <caption>Data for Women FTE (%)</caption> <thead> <tr> <th>Year</th> <th>Women FTE (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>51.0</td></tr> <tr><td>2004</td><td>51.5</td></tr> <tr><td>2006</td><td>53.0</td></tr> <tr><td>2008</td><td>56.3</td></tr> <tr><td>2010</td><td>53.5</td></tr> <tr><td>2012</td><td>54.5</td></tr> <tr><td>2014</td><td>54.8</td></tr> <tr><td>2016</td><td>51.5</td></tr> <tr><td>2018</td><td>52.5</td></tr> <tr><td>2020</td><td>50.5</td></tr> <tr><td>2022</td><td>51.0</td></tr> </tbody> </table>	Year	Women FTE (%)	2002	51.0	2004	51.5	2006	53.0	2008	56.3	2010	53.5	2012	54.5	2014	54.8	2016	51.5	2018	52.5	2020	50.5	2022	51.0
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2022	51.0																									
<b>In 2020, 24.5 per cent of women (22.5% of men) declared being employed under a casual employment contract.<sup>ix</sup></b>	<p>This is slightly down on the rate reported in 2017 (25.3%).</p> <p>Just over 66 per cent of women in WA had permanent employment contracts in 2020, a 4.1 percentage point increase from 2017. Women are still less likely to be on a permanent contracts than men (69.6%).</p>	<table border="1"> <caption>Data for Women casuals (%)</caption> <thead> <tr> <th>Year</th> <th>Women casuals (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>30.0</td></tr> <tr><td>2004</td><td>25.0</td></tr> <tr><td>2006</td><td>28.0</td></tr> <tr><td>2008</td><td>25.0</td></tr> <tr><td>2010</td><td>22.0</td></tr> <tr><td>2012</td><td>23.0</td></tr> <tr><td>2014</td><td>22.0</td></tr> <tr><td>2016</td><td>28.0</td></tr> <tr><td>2018</td><td>25.0</td></tr> <tr><td>2020</td><td>24.5</td></tr> </tbody> </table>	Year	Women casuals (%)	2002	30.0	2004	25.0	2006	28.0	2008	25.0	2010	22.0	2012	23.0	2014	22.0	2016	28.0	2018	25.0	2020	24.5		
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<b>For women in WA, the average underemployment ratio of 8.6 in 2022 is the lowest recorded since 2012.<sup>x</sup></b>	<p>The underemployment ratio for WA women has fallen from 12.1 in 2018 to 8.6 in 2022, whilst nationally, the underemployment ratio fell from 10.7 in 2018 to 7.8 in 2022.</p>	<table border="1"> <caption>Data for Underemployment (%)</caption> <thead> <tr> <th>Year</th> <th>Underemployment (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>9.0</td></tr> <tr><td>2004</td><td>8.5</td></tr> <tr><td>2006</td><td>7.0</td></tr> <tr><td>2008</td><td>6.0</td></tr> <tr><td>2010</td><td>7.0</td></tr> <tr><td>2012</td><td>7.5</td></tr> <tr><td>2014</td><td>8.0</td></tr> <tr><td>2016</td><td>11.0</td></tr> <tr><td>2018</td><td>12.1</td></tr> <tr><td>2020</td><td>10.0</td></tr> <tr><td>2022</td><td>8.6</td></tr> </tbody> </table>	Year	Underemployment (%)	2002	9.0	2004	8.5	2006	7.0	2008	6.0	2010	7.0	2012	7.5	2014	8.0	2016	11.0	2018	12.1	2020	10.0	2022	8.6
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Notes: Based on most recent data available as of July 2022. Please refer to <http://www.womensreportcard.communities.wa.gov.au/> for the most current data available on various metrics relating to this indicator.  
Source: Bankwest Curtin Economics Centre | Based on various data sources.

<sup>viii</sup> Australian Bureau of Statistics. (2022). *Labour Force, Australia, Detailed*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release#all-data-downloads>

<sup>ix</sup> Melbourne Institute of Applied Economic and Social Research. (2021). *Household, Income, and Labour Dynamics in Australia Survey, Waves 1-20*. <https://dataverse.ada.edu.au/dataverse/hilda>

<sup>x</sup> Australian Bureau of Statistics. (2022). *Labour Force, Australia*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/may-2022#data-downloads>



## Financial and non-financial assets, including income and housing

Key insight	Description	Change over time																								
The gender pay gap in WA sits at 21.2 per cent, 7.5 percentage points higher than that reported nationally. <sup>xi</sup>	<p>The gender pay gap in WA was at a height of 28.2 per cent in 2011. In Australia, the gender wage gap peaked at 18.5 per cent in 2014.</p> <p>The difference in the gender pay between WA and Australia has remained reasonably consistent over time.</p>	<table border="1"> <caption>Data for Gender pay gap (%)</caption> <thead> <tr> <th>Year</th> <th>Gender pay gap (%)</th> </tr> </thead> <tbody> <tr><td>2011</td><td>28.2</td></tr> <tr><td>2012</td><td>25.5</td></tr> <tr><td>2013</td><td>24.5</td></tr> <tr><td>2014</td><td>25.5</td></tr> <tr><td>2015</td><td>25.5</td></tr> <tr><td>2016</td><td>24.5</td></tr> <tr><td>2017</td><td>23.5</td></tr> <tr><td>2018</td><td>22.5</td></tr> <tr><td>2019</td><td>23.5</td></tr> <tr><td>2020</td><td>22.5</td></tr> <tr><td>2021</td><td>22.5</td></tr> </tbody> </table>	Year	Gender pay gap (%)	2011	28.2	2012	25.5	2013	24.5	2014	25.5	2015	25.5	2016	24.5	2017	23.5	2018	22.5	2019	23.5	2020	22.5	2021	22.5
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Women aged 15 years and older in WA have 50 per cent less savings in superannuation accounts relative to men in WA. <sup>xii</sup>	<p>In Australia, 29 per cent of women aged 55 to 65 years do not have superannuation compared to 20 per cent of their male counterparts.</p> <p>This percentage share is lower for women in WA sitting at 22 per cent, with a lower rate also reported for men in WA (9%).</p> <p>The median superannuation of women 15 years and older in 2018 was just \$40,000 in WA, roughly half that of the median superannuation of their male counterparts in WA (\$80,000).</p> <p>The median superannuation gap between men and women close to retirement in WA shrank between 2014 and 2018, reducing from 31 per cent to 27 per cent. Women in WA aged 55 to 65 have an average of \$110,000 in their superannuation balance while men have on average \$40,000 more.</p>	<table border="1"> <caption>Data for Median superannuation (\$K)</caption> <thead> <tr> <th>Year</th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr><td>2010</td><td>\$10</td><td>\$22</td></tr> <tr><td>2014</td><td>\$12</td><td>\$32</td></tr> <tr><td>2018</td><td>\$18</td><td>\$55</td></tr> </tbody> </table>	Year	Women	Men	2010	\$10	\$22	2014	\$12	\$32	2018	\$18	\$55												
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<sup>xi</sup> Australian Bureau of Statistics. (2022). *Labour Force, Australia*. <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/average-weekly-earnings-australia/latest-release#data-download>

<sup>xii</sup> Melbourne Institute of Applied Economic and Social Research. (2021). *Household, Income, and Labour Dynamics in Australia Survey, Waves 1-20*. <https://dataverse.ada.edu.au/dataverse/hilda>. SIH data is only available every four years, HILDA data has been therefore used for these calculations. Observations for WA women should be taken with precaution as sample size is low.



## Financial and non-financial assets, including income and housing (continued)

Key insight	Description	Change over time												
<b>Relative to the 2018 data, the number of people on a low income card has been cut by half, which means that, as of 2021, 0.8 per cent of women and 0.5 per cent of men in WA have a low income card.<sup>xiii</sup></b>	<p>There has been a general uptick in the amount of pension concession cards and age pensions since 2018.</p> <p>The proportion of women holding a pension concession card now sits at 17.4 per cent (12.5% for men) while those receiving age pension sits at 9.9 per cent (8.1% for men).</p>	<table border="1"> <caption>Data for Women low-income card (%)</caption> <thead> <tr> <th>Year</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>2.0</td> </tr> <tr> <td>2018</td> <td>1.8</td> </tr> <tr> <td>2019</td> <td>0.9</td> </tr> <tr> <td>2020</td> <td>0.8</td> </tr> <tr> <td>2021</td> <td>0.8</td> </tr> </tbody> </table>	Year	Percentage (%)	2017	2.0	2018	1.8	2019	0.9	2020	0.8	2021	0.8
Year	Percentage (%)													
2017	2.0													
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2019	0.9													
2020	0.8													
2021	0.8													
<b>Over 57 per cent of women in WA either own their home outright (24.4%) or are an owner with a mortgage (32.8%).<sup>xiv</sup></b>	<p>There is not a large difference in overall homeownership rates between men and women in WA. However, the percentage of women with outright ownership (24.4%) is higher than that of men (20.8%).</p> <p>Almost 26 per cent of women in WA are living in rentals, up 1.4 percentage points from 2016. This compares to a share of 30.6 per cent of women renting nationally.</p>	<table border="1"> <caption>Data for Women (%) in housing categories</caption> <thead> <tr> <th>Housing Category</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td>Outright owner</td> <td>24</td> </tr> <tr> <td>Owner with mortgage</td> <td>33</td> </tr> <tr> <td>Rent or rent free</td> <td>26</td> </tr> <tr> <td>Not owner</td> <td>17</td> </tr> </tbody> </table>	Housing Category	Percentage (%)	Outright owner	24	Owner with mortgage	33	Rent or rent free	26	Not owner	17		
Housing Category	Percentage (%)													
Outright owner	24													
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Rent or rent free	26													
Not owner	17													

Notes: Based on most recent data available as of July 2022. Please refer to <http://www.womensreportcard.communities.wa.gov.au/> for the most current data available on various metrics relating to this indicator.

Source: Bankwest Curtin Economics Centre | Based on various data sources.

<sup>xiii</sup> Government of Australia, Department of Social Services. (2021). *DSS Demographics – December 2021*. Government of Australia. [https://data.gov.au/data/dataset/dss-payment-demographic-data/resource/65515027-eb42-4257-9b32-6bfec21e00e8?inner\\_span=True](https://data.gov.au/data/dataset/dss-payment-demographic-data/resource/65515027-eb42-4257-9b32-6bfec21e00e8?inner_span=True)

<sup>xiv</sup> Melbourne Institute of Applied Economic and Social Research. (2021). *Household, Income, and Labour Dynamics in Australia Survey, Waves 1-20*. <https://dataverse.ada.edu.au/dataverse/hilda>



## Unpaid work and caring responsibilities

Key insight	Description	Change over time																						
<b>As of 2020, almost 26% of women in WA provide unpaid childcare work, compared to 15.4 per cent of men.<sup>xv</sup></b>	In 2020, 12.6 per cent of women in WA provided unpaid disability care work, compared to 6.5 per cent of men. In 2020, the share of women performing any type of housework in WA was 96.6 per cent, compared to 94.6 per cent of women nationally, and 90.7 per cent of men in WA (85.6% of men nationally).	<table border="1"> <caption>Data for Unpaid childcare (%)</caption> <thead> <tr> <th>Year</th> <th>Unpaid childcare (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>42</td></tr> <tr><td>2004</td><td>38</td></tr> <tr><td>2006</td><td>35</td></tr> <tr><td>2008</td><td>30</td></tr> <tr><td>2010</td><td>25</td></tr> <tr><td>2012</td><td>32</td></tr> <tr><td>2014</td><td>25</td></tr> <tr><td>2016</td><td>28</td></tr> <tr><td>2018</td><td>22</td></tr> <tr><td>2020</td><td>22</td></tr> </tbody> </table>	Year	Unpaid childcare (%)	2002	42	2004	38	2006	35	2008	30	2010	25	2012	32	2014	25	2016	28	2018	22	2020	22
Year	Unpaid childcare (%)																							
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2004	38																							
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2008	30																							
2010	25																							
2012	32																							
2014	25																							
2016	28																							
2018	22																							
2020	22																							
<b>In WA, 37.6 per cent of women spent 20 or more hours taking active care of children per week in 2020, compared to only 8.8 per cent of men.<sup>xvi</sup></b>	In WA, 58.4 per cent of women (57.5% of women nationally) spend 11 or more hours per week taking active care of children, compared to 25.7% of men (32.5% of men nationally).	<table border="1"> <caption>Data for Women &gt;20hrs (%)</caption> <thead> <tr> <th>Year</th> <th>Women &gt;20hrs (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>35</td></tr> <tr><td>2004</td><td>40</td></tr> <tr><td>2006</td><td>35</td></tr> <tr><td>2008</td><td>38</td></tr> <tr><td>2010</td><td>48</td></tr> <tr><td>2012</td><td>42</td></tr> <tr><td>2014</td><td>40</td></tr> <tr><td>2016</td><td>38</td></tr> <tr><td>2018</td><td>42</td></tr> <tr><td>2020</td><td>45</td></tr> </tbody> </table>	Year	Women >20hrs (%)	2002	35	2004	40	2006	35	2008	38	2010	48	2012	42	2014	40	2016	38	2018	42	2020	45
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2014	40																							
2016	38																							
2018	42																							
2020	45																							
<b>More than half of employed parents with dependent children use childcare whilst undertaking paid work.<sup>xvii</sup></b>	Over 71 per cent of working women with children used childcare in 2020. This is up from 59 per cent in 2019. In WA, women with children are more likely to work part time (47.7%) relative to men (7.8%) in order to provide childcare responsibilities.	<table border="1"> <caption>Data for Women using childcare (%)</caption> <thead> <tr> <th>Year</th> <th>Women using childcare (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>65</td></tr> <tr><td>2004</td><td>55</td></tr> <tr><td>2006</td><td>52</td></tr> <tr><td>2008</td><td>48</td></tr> <tr><td>2010</td><td>55</td></tr> <tr><td>2012</td><td>48</td></tr> <tr><td>2014</td><td>62</td></tr> <tr><td>2016</td><td>58</td></tr> <tr><td>2018</td><td>60</td></tr> <tr><td>2020</td><td>72</td></tr> </tbody> </table>	Year	Women using childcare (%)	2002	65	2004	55	2006	52	2008	48	2010	55	2012	48	2014	62	2016	58	2018	60	2020	72
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2018	60																							
2020	72																							
<b>In 2020, 34.0 per cent of women and 39.7 per cent of men had the ability to work from home.<sup>xviii</sup></b>	This is up from 2016, when 25.5 per cent of women, and 35.5 per cent of men, had the ability to work from home. However, WA's average is well below the national trends, where a larger share of women (42.2%) are likely to work from home compared to men (40.9%). Women in WA are also less likely to have flexible working hours than the national average (51.9% in WA vs 56.3% nationally).	<table border="1"> <caption>Data for Women WFH (%)</caption> <thead> <tr> <th>Year</th> <th>Women WFH (%)</th> </tr> </thead> <tbody> <tr><td>2002</td><td>30</td></tr> <tr><td>2004</td><td>25</td></tr> <tr><td>2006</td><td>22</td></tr> <tr><td>2008</td><td>35</td></tr> <tr><td>2010</td><td>25</td></tr> <tr><td>2012</td><td>28</td></tr> <tr><td>2014</td><td>20</td></tr> <tr><td>2016</td><td>30</td></tr> <tr><td>2018</td><td>35</td></tr> <tr><td>2020</td><td>38</td></tr> </tbody> </table>	Year	Women WFH (%)	2002	30	2004	25	2006	22	2008	35	2010	25	2012	28	2014	20	2016	30	2018	35	2020	38
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Notes: Based on most recent data available as of July 2022. Please refer to <http://www.womensreportcard.communities.wa.gov.au/> for the most current data available on various metrics relating to this indicator.

Source: Bankwest Curtin Economics Centre | Based on various data sources.

xv Melbourne Institute of Applied Economic and Social Research. (2021). *Household, Income, and Labour Dynamics in Australia Survey, Waves 1-20*. <https://dataverse.ada.edu.au/dataverse/hilda>

xvi Melbourne Institute of Applied Economic and Social Research. (2021). *Household, Income, and Labour Dynamics in Australia Survey, Waves 1-20*. <https://dataverse.ada.edu.au/dataverse/hilda>

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## Social norms, cultural perceptions and life satisfaction

Key insight	Description	Change over time																		
<b>Both women and men in WA and Australia have become more progressive with their opinion of gender roles over the last 15 years.<sup>xix</sup></b>	<p>The share of men in WA who agreed with the statement that "mothers who do not really need the money should not work" fell from 49.1 per cent in 2005 to 27 per cent in 2019.</p> <p>The proportion of women in WA who disagreed with the statement that "children do just as well if the mother earns the money and the father stays at home" fell from 14.8 per cent in 2005 to 9.0 per cent in 2019.</p> <p>There has been a significant decline in the share of the population that agrees with the statement that "it is better for everyone if the man earns the money and the women stays at home" since 2005. In particular, the share of men in WA agreeing with the statement fell from 49 per cent in 2005 to 27 per cent in 2019.</p> <p>Meanwhile, the share of women in WA that agree with the statement "it is not good for the relationship if the women earns more money than the man" fell from 17.9 per cent in 2005 to 8.2 per cent in 2019.</p>	<table border="1"><caption>Data for Progressivity points (approximate values)</caption><thead><tr><th>Year</th><th>WA Women</th><th>WA Men</th></tr></thead><tbody><tr><td>2005</td><td>72</td><td>68</td></tr><tr><td>2008</td><td>73</td><td>69</td></tr><tr><td>2011</td><td>74</td><td>71</td></tr><tr><td>2015</td><td>78</td><td>75</td></tr><tr><td>2019</td><td>85</td><td>82</td></tr></tbody></table>	Year	WA Women	WA Men	2005	72	68	2008	73	69	2011	74	71	2015	78	75	2019	85	82
Year	WA Women	WA Men																		
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<sup>xix</sup> Melbourne Institute of Applied Economic and Social Research. (2021). *Household, Income, and Labour Dynamics in Australia Survey, Waves 1-20*. <https://dataverse.ada.edu.au/dataverse/hilda>



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