



# | vital signs |

2019



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## Methodology & data sources

**All statistics and data reported in this document are compiled from official public sources, in Australia and internationally, and/or cite other published research. Aggregate statistics regarding HESTA members are derived from our membership database.**

**The Appendix** provides a full listing of sources for specific figures, tables, and infographics contained in the report. References to other published works are documented in the bibliography.

Wherever possible, data are reported for 2018; in other cases, the most recent available data are used and indicated appropriately. Where relevant, cited figures utilise seasonally adjusted data.

Any additional questions regarding data sources or methodology can be addressed to [futurework@tai.org.au](mailto:futurework@tai.org.au)

Prepared with research input from the  
Centre for Future Work at the Australia Institute



# introduction

**This report highlights the challenges faced by HESTA members, of which 80% are women. It sets out a number of indicators which measure the status of Australian women today across areas including work, income, education and retirement.**

The research is clear: Australia has a long way to go to achieve genuine equality between men and women. Moreover, progress towards that goal will be linked to our overall success in building an economy and society that is fair, inclusive and sustainable.

Our mission is to make a real difference to the financial future of every one of our members. We do this by being a gutsy advocate, driving meaningful change for generations to come. We believe our members' best interests and our ability to deliver strong financial returns are better served by supporting a healthy economy, environment and society now and in the long term.

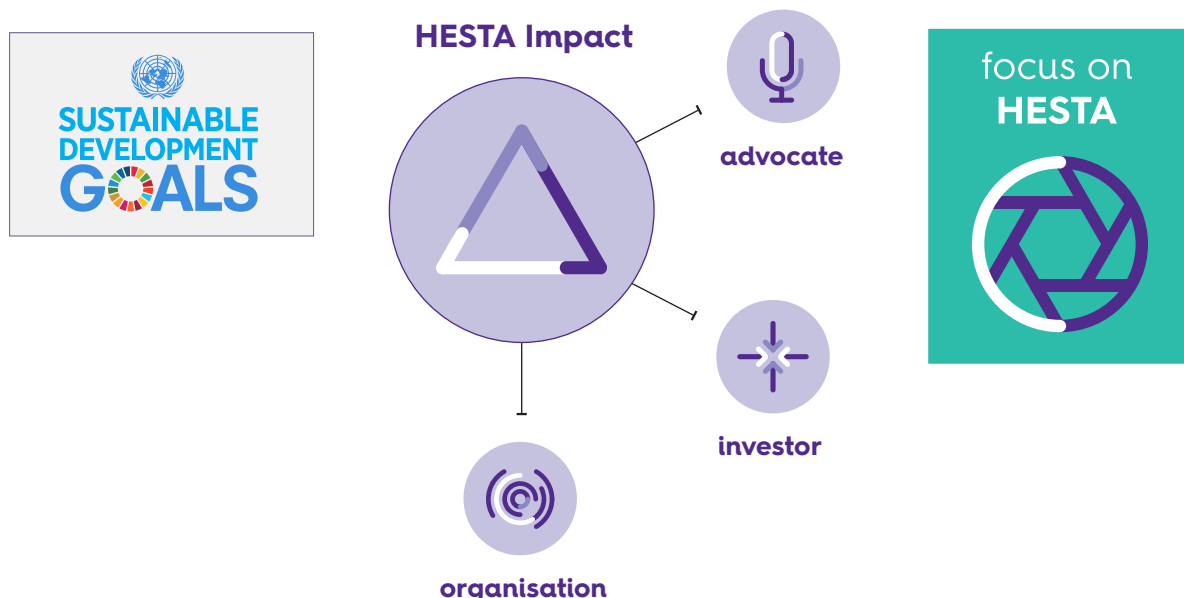
This report covers some of our continuing efforts to make a positive impact through our advocacy, investment and conduct as an organisation. The icons below are used in the report to highlight the HESTA Impact and focus on HESTA members.

HESTA has adopted the United Nations' framework of Sustainable Development Goals (SDGs) to help frame our investment and advocacy. These 17 goals, adopted by over 150 countries including Australia, set an ambitious but inspiring task for the world: making measurable progress to end hunger, inequality and climate change by 2030.

HESTA will do its part in that broader effort by improving the financial future of our members, managing our portfolio in line with best practices of responsible investing, and advocating for equity and sustainability. A number of the SDGs permeate our work and the way we invest and advocate for our members.

HESTA is proud of our work to enhance the financial future of members. But we recognise their wellbeing can only be assured in a society that emphasises inclusion, shared prosperity, and environmental sustainability.

This report frames our continuing efforts to make a positive impact for our members, society, the economy, and our planet.



# a village of 100

**HESTA proudly includes over 840,000 members. We are working hard to make a real difference to the financial future of every one of them.**

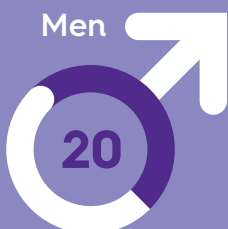
Imagine if the entire HESTA membership was compressed into a single village of 100 people. That microcosm would portray the diversity and talents of the people who deliver essential health and community services for Australians.

Here's what that village would look like.

## 100 HESTA members

### Gender

Like the health and community services workforce in general, HESTA members are predominantly women.



### Working and retired

Most of our members are still working. That's because the superannuation system (which only began in the early 1990s) is still maturing, and few of our members have retired yet.

96

Still working



4

Retired and drawing a pension



### Age

HESTA members fall into all stages of work life: younger workers just starting out, mid-career workers, and older and retired workers.

Under 30:

19

In their 30s:

24

In their 40s:

21



In their 50s:

20

In their 60s:

13

Over 70:

3

### Average annual salary (for working members)

The average HESTA member makes over **\$53,000** per year. But our male members, on average, make about **20% more** than our female members.

Total

**\$53,300**

Women

**\$52,400**

Men

**\$63,000**



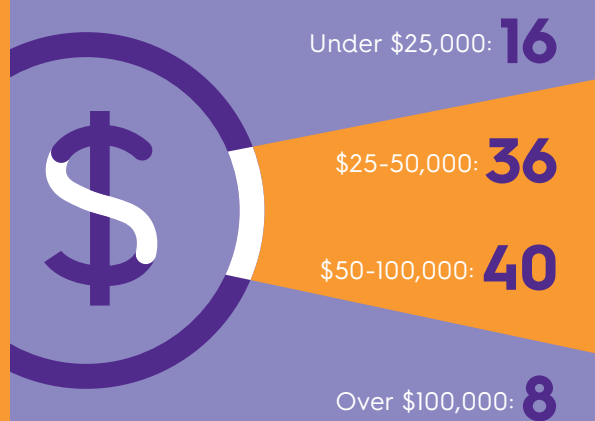
## Average length of HESTA membership

Over one third of HESTA members joined our fund within the last five years; this reflects the strong growth that has occurred in health and community services. Relatively few members have been with the fund for more than 20 years – but that is changing as the fund matures, and our working members accumulate more experience.



## Annual salary (for working members)

The earnings of HESTA members are concentrated in the broad middle-income band: **over three-quarters of our village earn between \$25,000 and \$100,000**. But a significant minority of our members earn less.



## Family structure of HESTA members

Like Australian society as a whole, the family arrangements of HESTA members have evolved, and become more diverse. Our members have many different ways of living.

## Home ownership of HESTA members

Among HESTA members over 50 years of age, 80% own their own home. That's higher than the average (65%) for all Australians. Of those over 50, one in five HESTA members don't own a home. For those that do own a home, over half have paid off their mortgages

Own home, no mortgage:

25

Own home, with mortgage:

36

Don't own home:

39



## Average superannuation balance

Because many HESTA members are early in their careers, their super balances are still relatively small. On the other hand, our retired members have had more time to build up larger balances.

For those still working:

\$50,000



For those retired

\$208,000



Couple with children:

47

Couple without children:

17

Single with children:

10

Single without children:

23

Other:

3

1

# the lost economic opportunity

**Women's participation in the labour market has grown remarkably over the postwar era. It increased from 45% of women over 15 in the mid-1980s, to a record high of over 60% in 2018. Women's paid work activity (on top of their disproportionate share of unpaid work in homes and communities) makes an enormous contribution to Australia's economy, and to household finances.**

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While women's participation in the labour force has never been higher, it is still significantly lower than it could be – and lower than in many comparable countries. Even for younger women, labour force participation still lags behind men. This is mostly due to the impact of parenting and household responsibilities. Women's labour force participation actually declines after they reach their 30s (the most common age to have children), while men's increases.

This absence from paid work during a large portion of their prime earning years has dramatic impacts on women's lifelong incomes – and hence on superannuation accumulation and retirement incomes.

If Australian women between age 25 and 45 participated in the labour market as much as men, the economy would benefit from 475,000 new workers. This would provide an enormous boost to economic growth, government revenues and family incomes. If those women were working, Australia's GDP would be \$70 billion per year higher, and family incomes would be boosted by \$30 billion per year.

## A lost opportunity

Women's lower participation (aged 25-44):

-13.4%

Number of women non-participating:

475,000

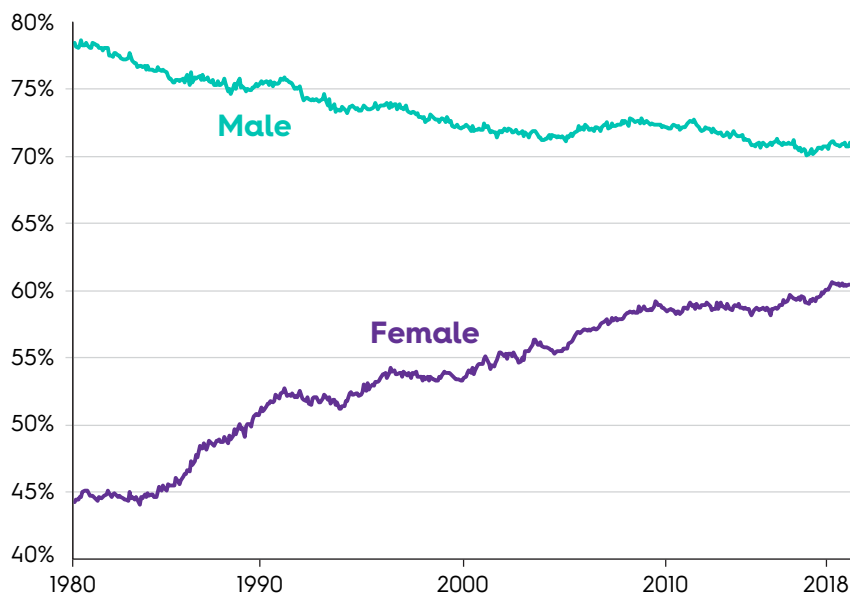
Lost output per year:

\$70 billion

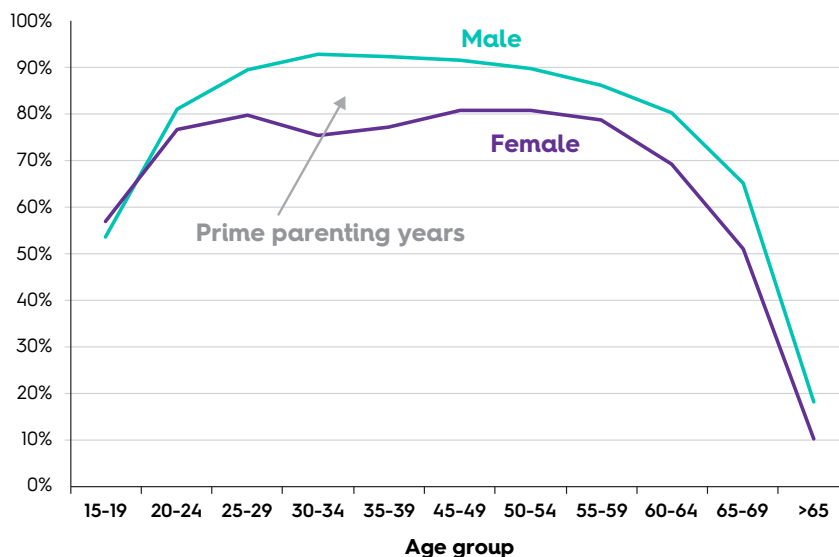
Lost wages & salaries per year:

\$30 billion

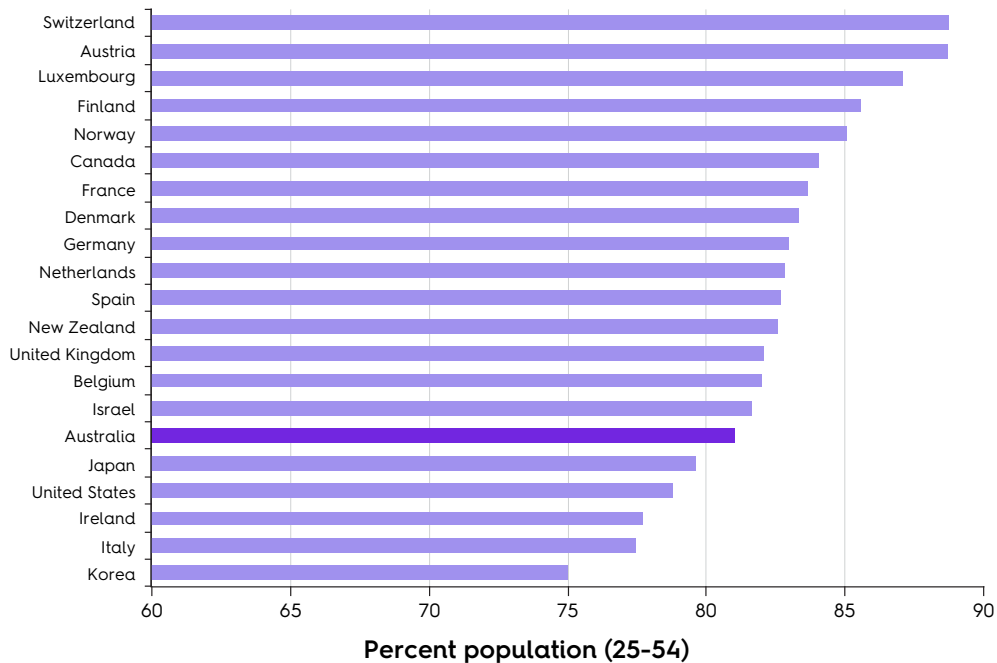
Labour force participation by gender, 1980-2018



Labour force participation by age and gender, 2018



## Labour force participation by age and gender, 2018



## Top 5 women's employers, 2018

Industry	Female employees (thousands)
Health and community services	1,322.8
Education	738.6
Retail trade	709.8
Food service & accommodation	488.0
Professional, scientific & technical	460.1
<b>Top 5</b>	<b>3,719.1</b>
<b>Total</b>	<b>5,909.4</b>

focus on  
HESTA



The health and community services sector is by far the largest single employer of women, with over 1.3 million Australian women working in that field. Women make up 79% of the workforce in this sector, and women account for a similar proportion of HESTA members. The average age of women members of HESTA is slightly higher than for our male members. But their salaries are about \$10,000 lower: our women members earn \$52,400 per year on average, compared to \$63,000 for men.



# the precarious tightrope

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The quantity of jobs for women is growing. However, the quality of women's jobs is still inferior to men's. In particular, women are more likely to be employed in jobs that offer fewer and less predictable hours of work, insecure status, and fewer regular entitlements. Because they are channeled into various forms of 'precarious employment' (including part time, temporary and casual roles), women face greater employment insecurity and lower incomes.

For example, almost half of all employed women work part time (including part time self-employed), compared to just 18.5% of men. Other forms of precarious work also fall disproportionately on women. For example, 27% of women are employed on a casual basis (with no entitlements to paid sick leave, family leave, or holiday), compared to 23% for men.

Because of all these forms of precarious work, only a minority of working women fill a traditional, 'standard' job: one that offers full time, year-round employment, with normal entitlements (like paid sick leave and holidays).

Just 43% of employed Australian women have one of those standard roles. For working women in Australia, therefore, insecurity is the normal state of affairs.

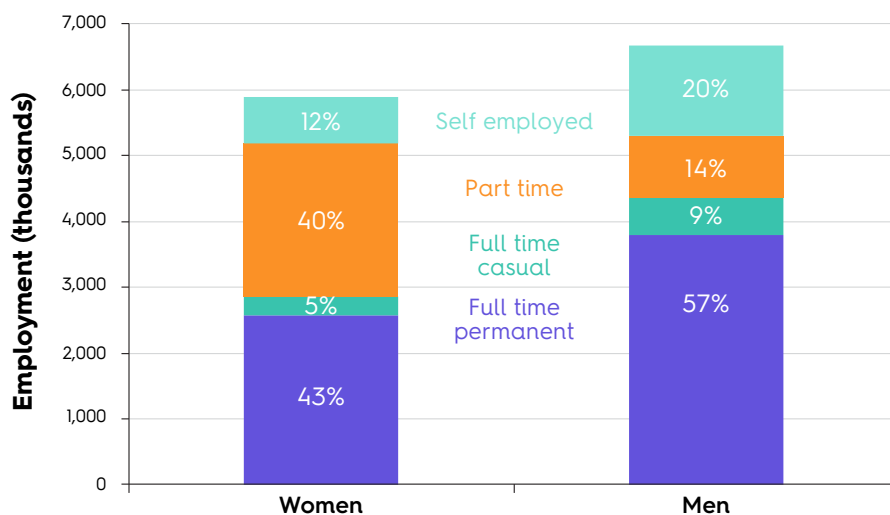
## Non-standard employment by gender

	Females	Males
Part time	46.4%	18.5%
Casual <sup>1</sup>	27.0%	23.0%
Vulnerable self-employed <sup>2</sup>	47.0%	19.5%

<sup>1</sup> Share of waged employees (excluding self-employed).

<sup>2</sup> Vulnerable self-employed defined as part time and either non-incorporated or no employees (or both), as share of all self-employed.

## Employment type by gender, 2018



Full time and part time segments include waged employees only (not self-employed).

# mind the gap

Many factors explain the large, continuing pay gap between men and women. First, basic wages are significantly lower for women: ordinary time earnings for women in full time jobs are 14% less than for men. This figure is often reported as the gender wage gap, but it is not the full story.

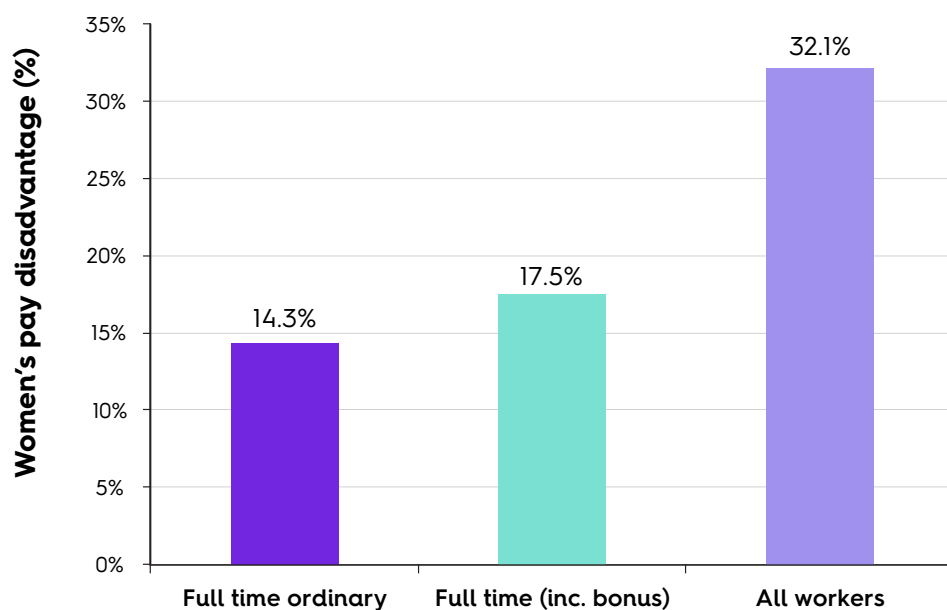
Second, the base pay gap is amplified by payments of bonuses and overtime pay, which are concentrated in traditionally 'male' jobs (including executives, financial professionals, construction and mining). When that additional income is included, the gender pay gap swells to 17.5%.

But the biggest factor suppressing women's wages is their concentration in part time work and other irregular or precarious jobs. Those jobs not only pay lower hourly wages than full time jobs, but they also offer fewer hours. That widens the gender pay gap even more.

**In 2018, average weekly wages for women were 32% lower than for men.**

Women in part time jobs earned an average of just \$669 per week in 2018. Part time earnings are low due to the lack of hours worked. Women in full time jobs earned more than twice as much: over \$1500 per week. The fact that almost half of employed women work part time, pulls down women's average earnings dramatically.

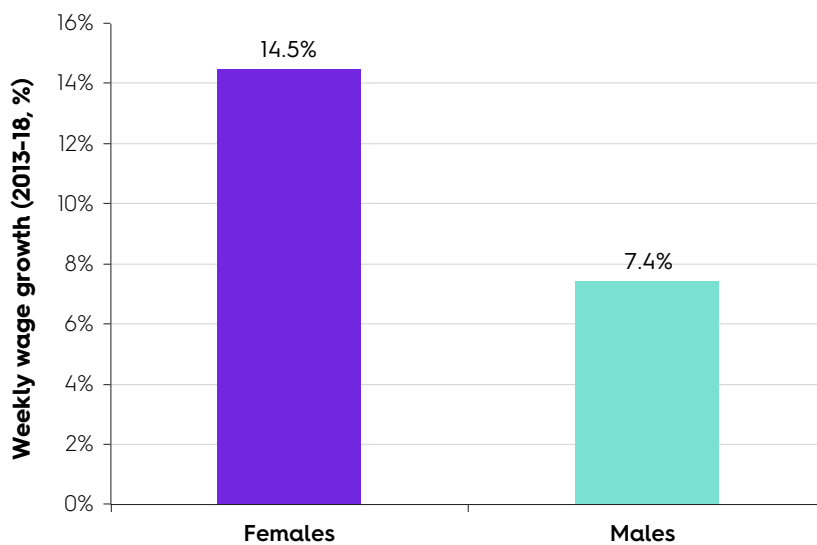
## The gender pay gap



Paid employees, average weekly wages.

While women's wages remain lower than men's, some slow progress is being made in reducing the gender pay gap. Over the last five years, women's wages have cumulatively grown almost twice as fast as men's: by 14% compared to 7%. This is partly due to strong hiring of women, and relatively positive wage growth, in the growing health and community services sectors.

#### Increase in weekly wages by gender, 2013-2018



Nominal wage increases for all workers.

In the health and community services industry – the single largest employer of women – weekly wages average just over \$1000 per week. That's just slightly higher than average earnings, for all employed women across the economy. And the gender pay gap in health and community services is also approximately equal to the economy-wide average: women earn 30% less than men, only slightly smaller than the 32% pay gap in the whole economy. Therefore, the effort to improve women's pay, and attain greater equality with men, is just as important in health care and community services, as in any other part of the economy.

#### focus on HESTA



The persistent gender gap in wages and salaries affects HESTA members, as for other working women. However, the pay gap is slightly smaller among our members than in the industry as a whole. On average, women HESTA members earn 17% less base salary than our male members. That pay gap is worth over \$10,000 on an annual basis. The smaller gender pay gap for HESTA members may reflect their high skills and qualifications, a smaller proportion of part time and casual jobs, and relatively higher union representation.



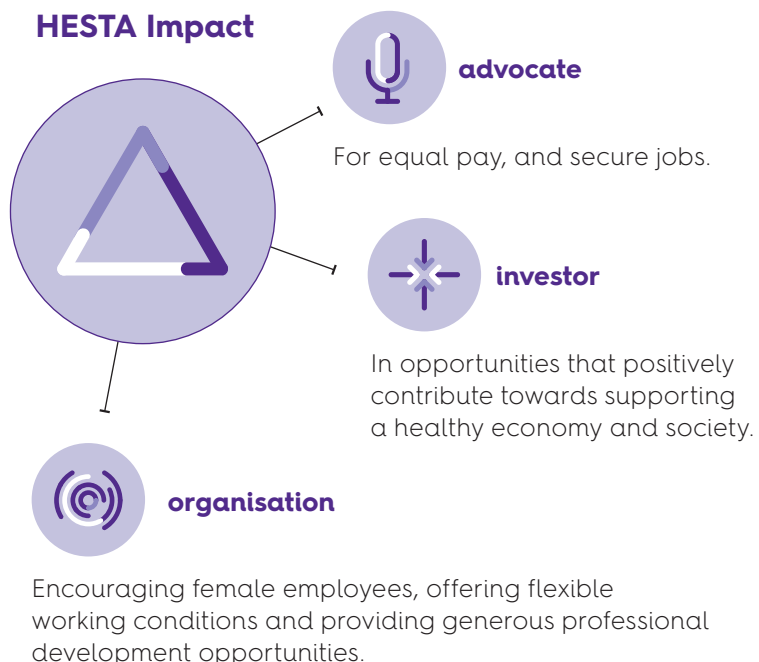
## 8 DECENT WORK AND ECONOMIC GROWTH



### **SDG 8: Achieve full and productive employment and decent work for all women and men, and equal pay for work of equal value.**

Despite incremental progress in recent years, employed women still earn one-third less than men in Australia. This large gender pay gap reflects a combination of women's lower hourly wages with the concentration of women in insecure part time and precarious jobs. Pushing employers to create more stable and permanent jobs for women would help close the gap. So would adequate government funding for human and caring service sectors – the industries where so many women work.

### HESTA Impact



## 2 the motherhood penalty

**One in five households with children is headed by a single mother; about 5% are headed by a single dad. Male parents are much more likely to work outside the home than female parents.**

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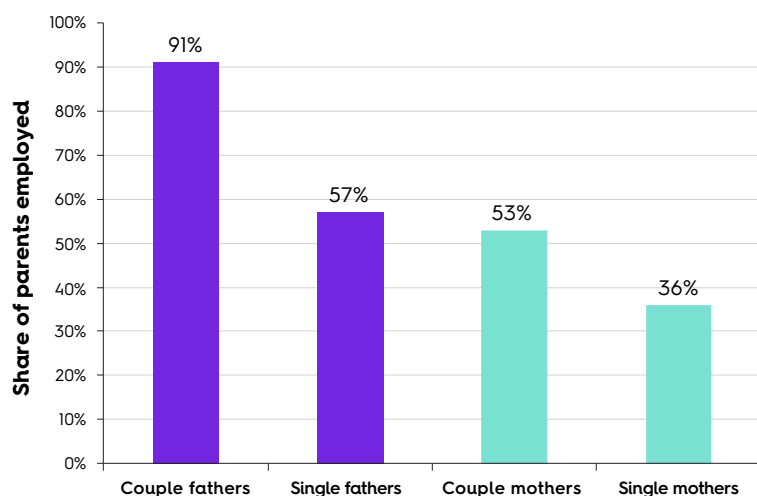
Almost all fathers who are in a couple work outside the home, but barely half of mothers in a couple do. In fact, single-parent fathers are more likely to be employed than mothers in a couple. This reflects the inadequacy of Australia's early child education programs and other supports for working parents.

Almost half of mothers do not return to work for more than two years after the birth of their first baby. These long absences from the workforce result in a direct loss of income while they are not in the workplace. But they also lead to longer-term earnings reductions because of foregone wage increases and promotion opportunities.

**Mothers experience a permanent and growing 'motherhood penalty' as a result of having children: equal to at least 5-10% of wages. This is amplified because women typically receive smaller wage increases and fewer promotions after returning to work, and lower superannuation contributions.**

Many workplaces are very unwelcoming or discriminatory for mothers. Almost half of working mothers (49%) reported at least one incident of discrimination at work due to pregnancy, parental leave or on return to work after childbirth. Shockingly, almost one in five (19%) lost their jobs during or after pregnancy due to redundancy, dismissal, restructuring, or non-renewal of contract.

## Parents and employment

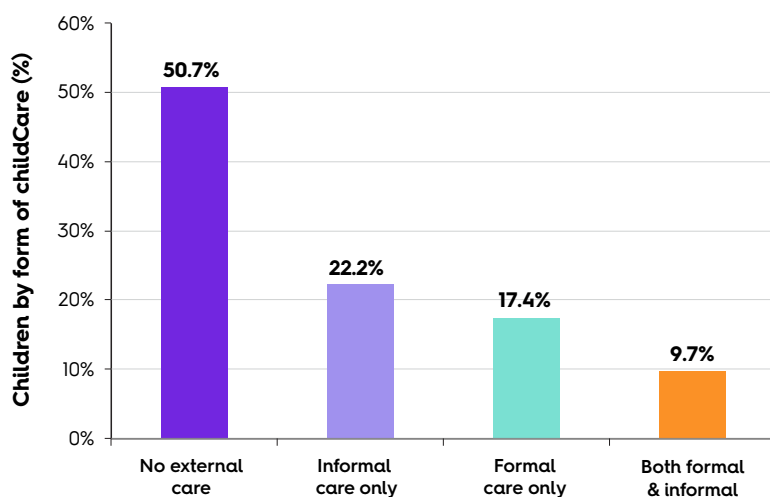


## Mothers' time off work with first child

Before birth		After birth	
Under 1 month	39.3%	Under 3 months	8.2%
1-3 months	15.1%	3-6 months	8.5%
3-12 months	7.5%	6-12 months	20.9%
Over 12 months	16.3%	1-2 years	18.3%
Never worked	21.8%	Over 2 years	44.1%

Surprisingly, half of all Australian children under 12 are still raised at home – with no external child care at all (whether informal, like nannies or grandparents, or in a formal child care setting). The unavailability of affordable, quality child care services for Australian families is a key factor in women's lower labour force participation.

## Forms of child care, children 0-12, 2017



## 3 GOOD HEALTH AND WELL-BEING



**SDG 3: Reduce global maternal mortality ratio to less than 70 per 100,000 live births, neonatal mortality to less than 12 per 1000 live births, and under-5 mortality to under 25 per 1000 live births.**

The health of children is fundamentally linked to the health and well being of their mothers. Infant mortality and other indicators of health are unacceptable in many regional communities of Australia, and shockingly poor among Aboriginal and Torres Strait Islander populations. Supporting better public health outreach, education and care for expectant mothers, and adequate income supports for all families with children are key ingredients of better health for children.

The challenge of improving maternal and infant health is especially pressing for Aboriginal and Torres Strait Islander women. For example, a baby born to an Aboriginal and Torres Strait Islander mother is twice as likely to die during their first 28 days of life as babies born to non-Aboriginal and Torres Strait Islander mothers. And all women and babies in regional communities face greater health risks, due to inaccessibility of health services, lower incomes, and other factors: infant mortality is 30% higher in regional communities than major urban areas.

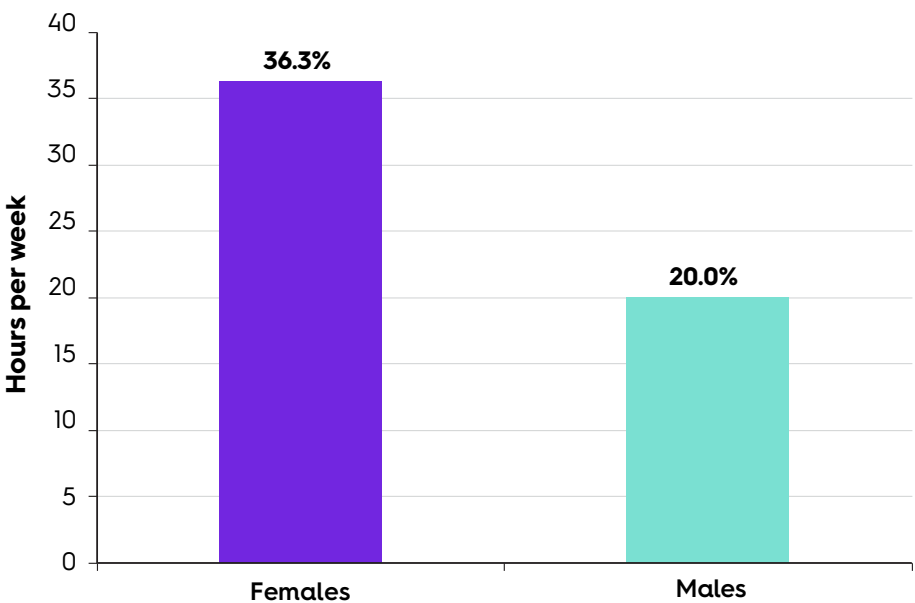
# the cost of caring

The majority of women now participate in the formal labour market, and the number of employed women has been steadily closing the gap with men. However, women still bear a disproportionate share of unpaid work in the home – including child care, caring for other family members, housework, shopping, food preparation.

**Women perform 80% more unpaid work at home each week than men.**

This creates a ‘double shift’ for women: they work increasing amounts outside of the home, but are still expected to be the primary caregivers and perform most cleaning and other household tasks. Some men have increased their share of child care and other home work as their female partners increased their paid work outside the home; on average, however, men still do a clear minority of the unpaid work at home.

Hours in unpaid work at home

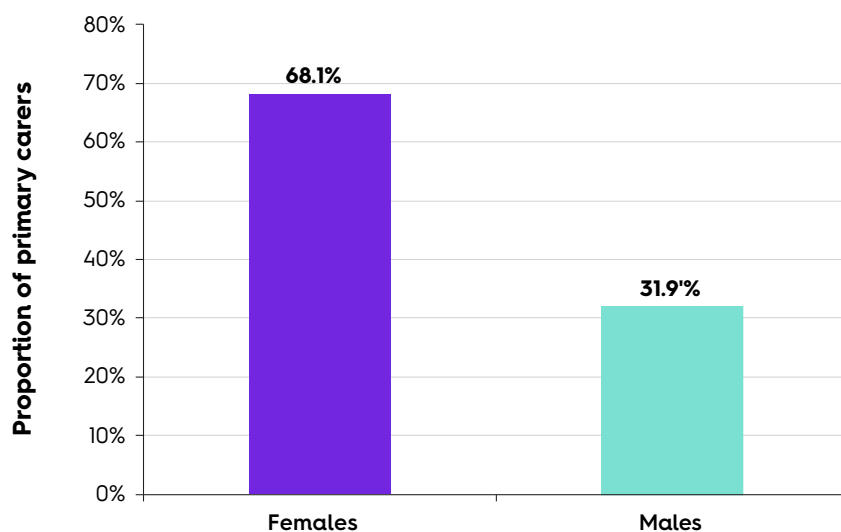


15 and over.

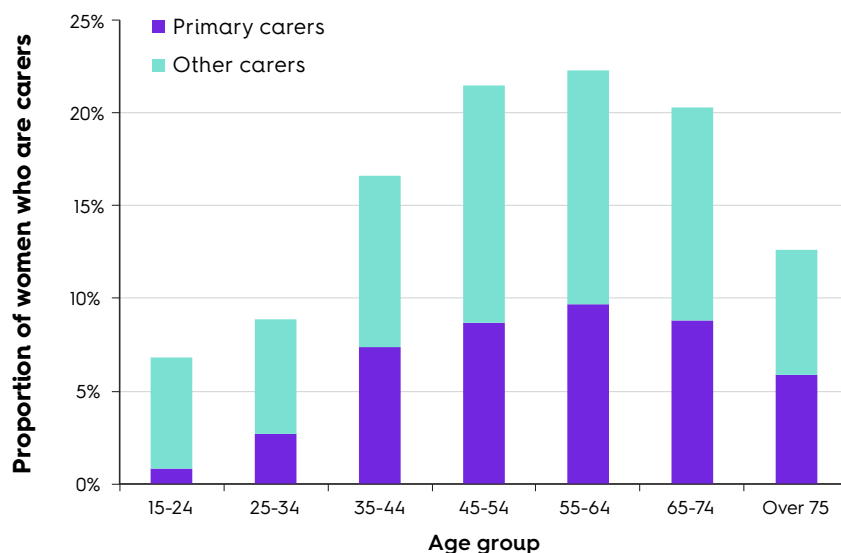


Looking after their children is not the only caring responsibility which falls disproportionately on women. Women also make up over two-thirds of all primary carers for elderly persons or persons with disability. And they provide a majority of non-primary caring as well. Over one-fifth of women between 45 and 75 serve as a carer for someone else. This unpaid labour imposes significant emotional, physical and financial burdens on women.

**Primary carers by gender, 2015**



**Women carers by age, 2015**



**SDG 5: Achieve gender equality and empower all women and girls**

Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

Australian women perform a disproportionate share of caring work for their families (including children, elders, and persons with disability) and their communities. Men should be encouraged to perform more of that work. And women's efforts should be supported with better policies in the workplace and from government. These could include flexible working hours that allow women to balance their jobs and family responsibilities, and better government funding for child care, aged care, and disability services to reduce the load on unpaid carers.

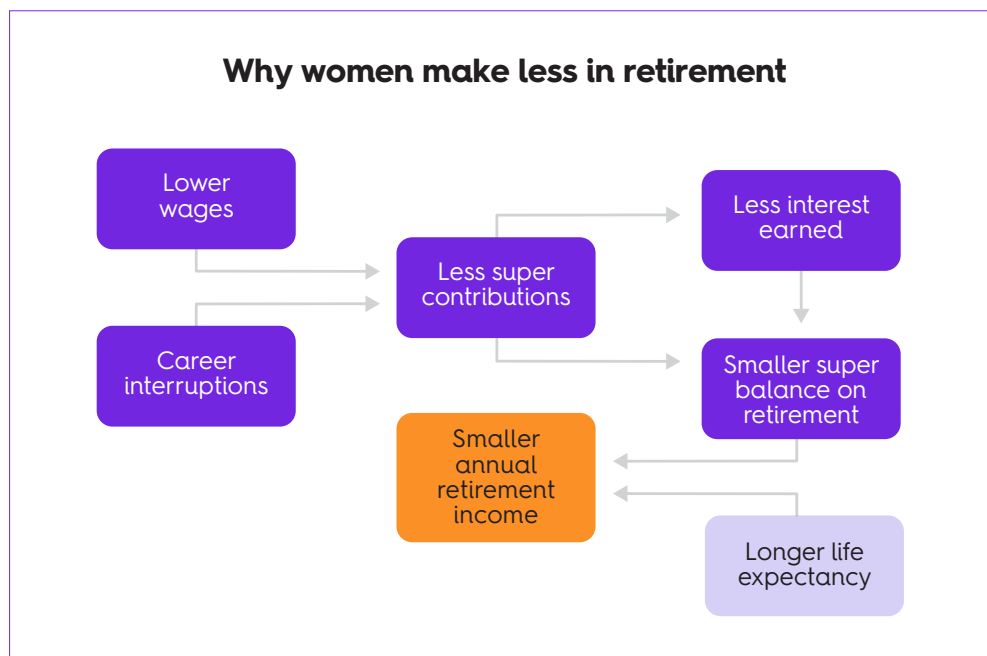
# women and retirement

Women's unequal experience in the workplace carries over into greater financial challenges in retirement. Women are less likely to participate in the labour market – especially in prime child-bearing years. Women who are employed make almost one third less than their male counterparts: partly due to their concentration in lower-paying jobs, and partly due to shorter hours of work. They lose more income to career interruptions. The resulting loss of superannuation contributions (and subsequent investment income) imposes a major additional financial penalty.

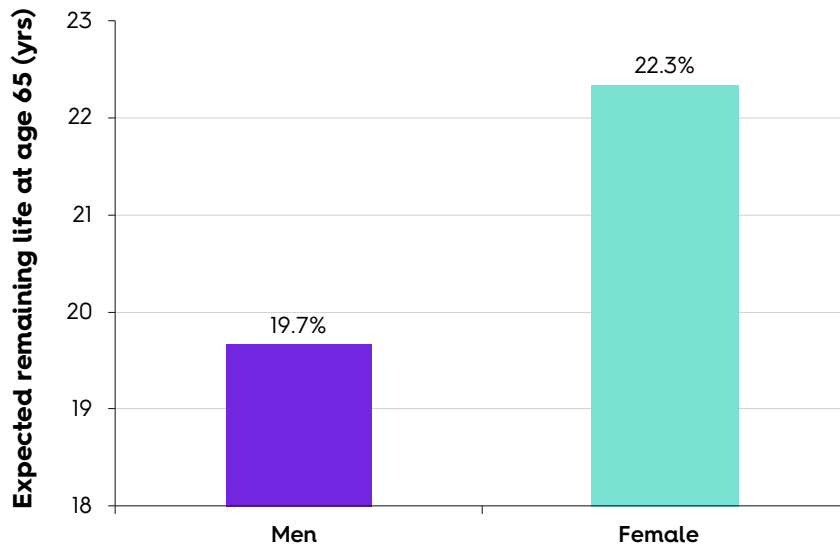
When they reach age 65, most women can anticipate to live longer than men: by close to three more years, on average. But women's super funds on retirement are more than a third smaller, on average, than men's. Elderly women are thus left more dependent on the Age Pension, support from families, and other sources of income – and too many, unfortunately, experience poverty.

**The median superannuation balance held by women is only \$39,000. Shockingly, one-third of women over 15 have no superannuation at all.**

At present, employees who earn less than \$450 per month can be excluded by employers from superannuation; most of those very low-income employees are women.



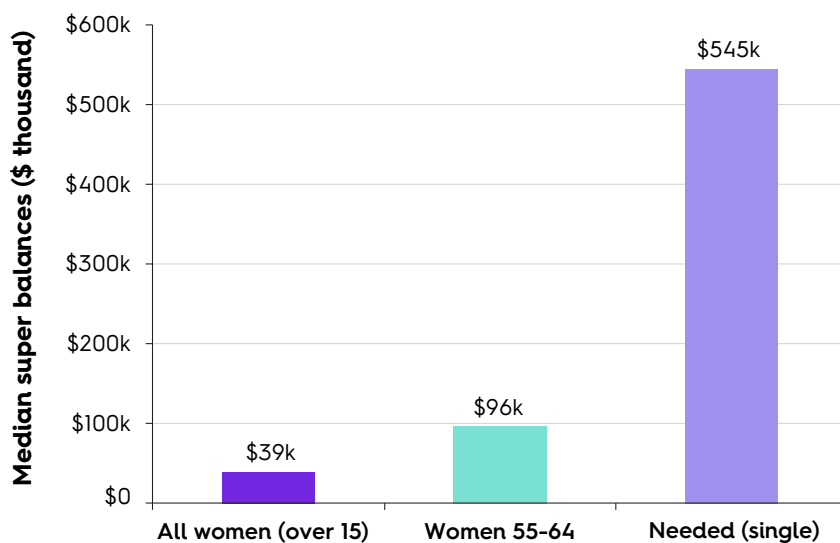
### Life expectancy at age 65, by gender



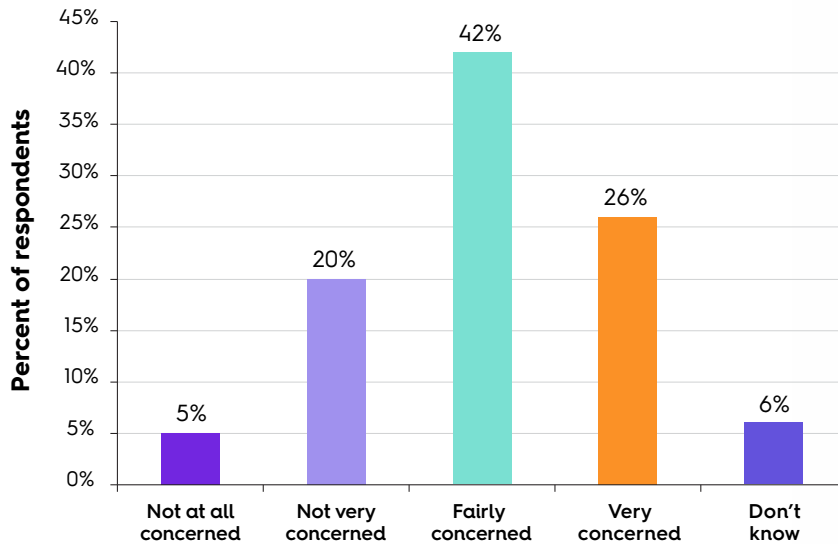
2015-17 life tables.

Because of career interruptions, lower wages, and concentration in part time work, superannuation savings for most women are inadequate to meet their needs in retirement. Median superannuation savings for all women over 15 (that is, savings for the woman precisely half way in the wealth distribution of all women) are just \$39,000. Even older women (in the decade before retirement) have median savings under \$100,000. That's a far cry from the recommended savings target for a single retiree to preserve their living standard.

### Median superannuation balances, 2015-16



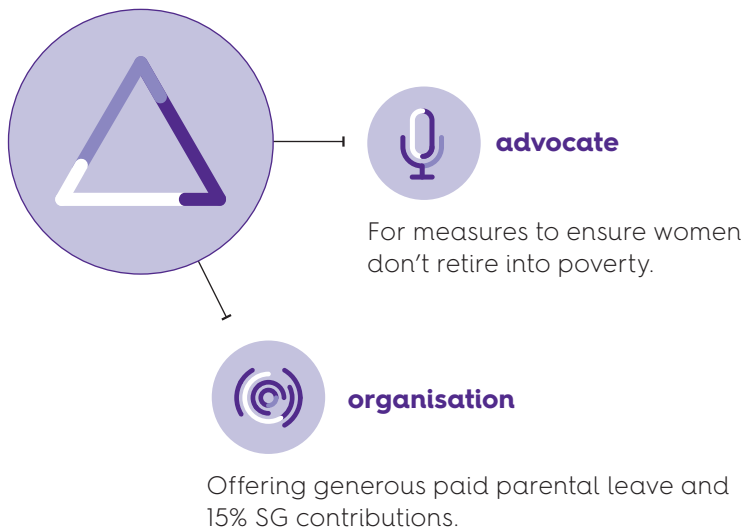
## Concern over retirement income adequacy



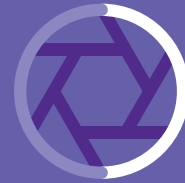
Survey of women under 40.

Women understand the bigger hurdles they face in planning for a secure retirement: most women are concerned that their retirement incomes will not be adequate.

## HESTA Impact



## focus on HESTA



Women working in health and community services face similar challenges in saving for an adequate retirement as other working women in Australia. Their earnings while working are lower than men's, and their careers are more likely to be interrupted (typically by periods spent caring for children or other family members). However, the gap between men's and women's superannuation savings is smaller for HESTA members than for the overall working population. Average superannuation balances for women in HESTA are 8% smaller than for male members – compared to an average gap of one-third facing for all women. By enlisting early in a well-managed industry fund, and benefiting from more stable and more equal jobs, female HESTA members have increased their chances of achieving decent retirement security.





# 3

## the changing climate

**One of the greatest challenges to health, wellbeing and social stability in the world is the threat of global climate change. Accumulation of carbon dioxide (and other 'greenhouse' gases) in the Earth's atmosphere, the legacy of centuries of burning fossil fuels for energy, is causing a significant and accelerating rise in global temperatures. This has a wide range of dangerous and costly consequences: from rising sea levels, to more frequent and destructive severe weather events (such as cyclones and droughts), to disruptions in rainfall patterns.**

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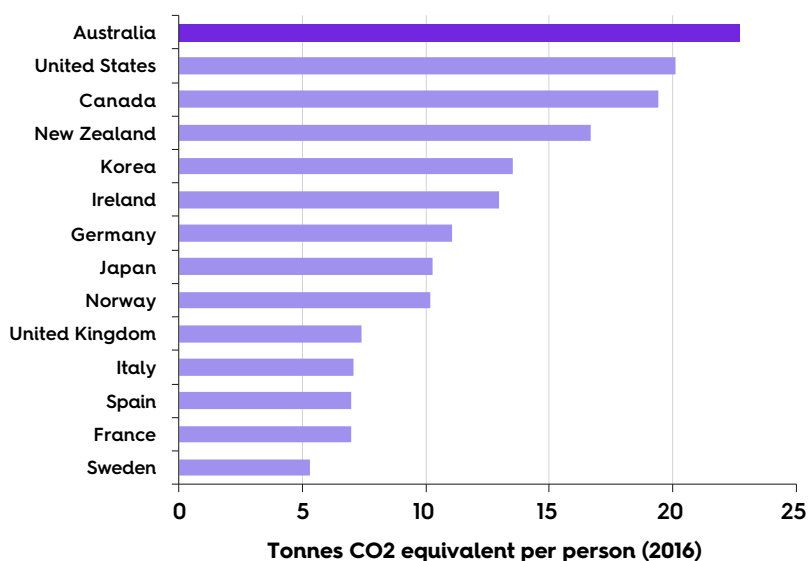
Australia joined 195 other countries in the 2015 Paris Agreement, collectively committing to reduce greenhouse gas pollution and slow down climate change. Australia emits more greenhouse gases per capita than any other major industrial country, so we have a special responsibility to do our full share. However, inconsistent policy by Australia's government – on carbon pricing, electricity regulations, support for sustainable energy, and more – makes it questionable whether Australia will live up to our Paris commitment.

Climate change and other environmental problems now pose significant health risks to Australians. Medical researchers have identified clear links between climate change and premature death, through a range of channels: casualties from storms, floods and wildfires, deaths attributable to extreme heat, and even suicide have all been scientifically linked to rising temperatures. Infectious diseases and allergies are also exacerbated by climate change.

**Air pollution alone is estimated to contribute to an estimated 3,000 deaths in Australia every year: more than twice as many as die in traffic accidents.**

The failure to address climate change (and other environmental problems) will pose growing strains on health and community services where most HESTA members work: increasing demand on the system, exacerbating funding problems, and undermining health outcomes.

### Greenhouse gas emissions per capita, industrial countries



**“Advancing gender equality may be one of the best ways of saving the environment... The voice of women is critically important for the world’s future – not just for women’s future.”**

**- Amartya Sen, Nobel Prize Economist**

The environmental crisis has unequal gender impacts, too: women bear unique risks and costs as a result of climate change and environmental degradation. The burdens of providing care to family members, made more difficult by climate change, fall disproportionately on women. In many parts of the world, food insecurity is negatively affected by climate change; this has particularly immediate and severe impacts on women’s lives since they are the ones most often charged with putting food on the table.

At the same time, women can and must play a leadership role in preventing pollution and addressing climate change. Research confirms that women’s work and production relates differently to the environment than traditional male jobs: women’s jobs depend more closely on the wellbeing of local resources like land and water, especially in developing countries. Hence women have been more careful to preserve the quality of those resources.

Empowering women to play a more equal role in economic decision-making – at the national level, in communities, and within households – will be key to building a more sustainable economy. By emphasising values of caring, community, and planning, Australia can indeed transition to an economy that pollutes less, but lifts the quality and security of life of all its residents.

## 13 CLIMATE ACTION



### **SDG 13: Take urgent action to combat climate change and its impacts.**

Integrate climate change measures into national policies, strategies and planning, and implement the United Nations Framework Convention on Climate Change to mobilise \$100 billion annually by 2020 from all sources to address the needs of developing countries.

The SDGs recognise that slowing and stopping climate change is an overarching goal, given the overwhelming priority that must be placed on meeting this global challenge. Rich nations (including Australia) have a special responsibility to reduce greenhouse gas pollution: not just because they have more capacity to fund climate initiatives, but also because they have caused most of the pollution that’s accumulated in the atmosphere since the Industrial Revolution (and is now causing climate change). The SDGs commit rich countries not only to reducing their own pollution, but also contributing to pollution-reducing initiatives in developing countries.

## 7 AFFORDABLE AND CLEAN ENERGY



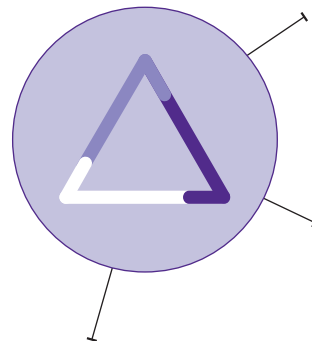
Ensure access to affordable, reliable, sustainable and modern energy for all.

## focus on HESTA



HESTA is committed to reducing the environmental consequences of our own operations. We are the first Australian super fund to be certified by the Federal Department of Environment and Energy as Carbon Neutral for emissions produced from our business operations. And our commitment to responsible investing ensures that members' savings are invested with explicit recognition of the social and environment consequences of investment options. We believe that ownership equals influence, so we actively engage with those companies we believe need to improve their environmental performance.

## HESTA Impact



**advocate**

For a price on carbon in Australia and measures to address climate change.



**investor**

Over \$1 billion in clean and affordable energy solutions and an active engagement program.



**organisation**

Ensuring all HESTA operations are carbon neutral.





## 4 no place to call home

**The growth of homelessness among women – especially older women – is a shocking indicator of growing poverty and inequality. The number of older homeless women (55 and over) grew by 28% in the five years ending in 2016. Elderly women are now the fastest-growing category of homeless persons in Australia.**

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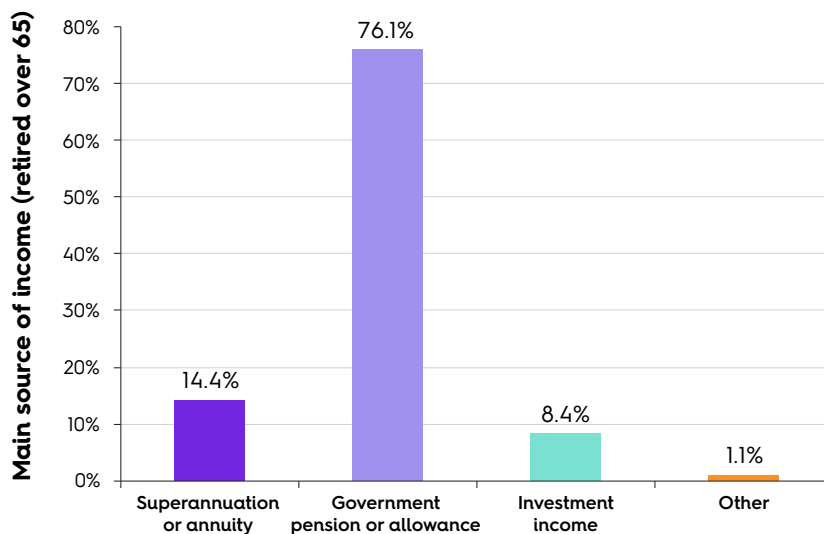
Women tend to retire about two years earlier than men: in 2015, the average age of retirement was 63.8 years for women, compared to 66.1 years for men. But due to inadequate superannuation balances and concerns about income adequacy, currently employed women are planning to retire later, at 66.5 years of age on average.

At present, Australia's public pension system – the Age Pension – is the dominant source of retirement income, especially for women. Over three quarters of current women retirees (over 65) depend on the Age Pension and other government allowances for their main income. Without that public backstop, poverty rates for retired women (especially single women) would be very high.

**Nevertheless, low income is a serious problem for elderly Australian women, especially those living alone. About one in five Australian women over 65 live in a low-income household – and the low-income rate rises to almost one in four for those living by themselves**

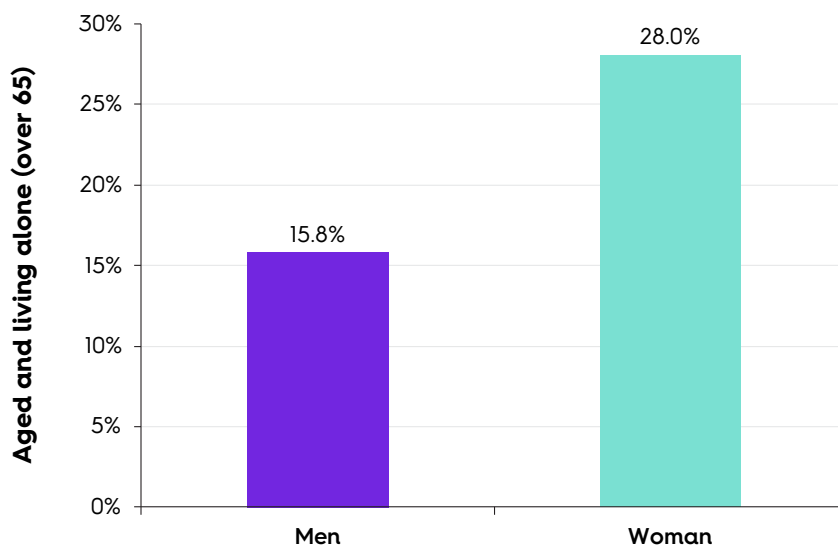
In part because they live longer than men on average, there are more elderly women than men who live by themselves: 28% of women over 65 live by themselves, almost twice the proportion as for men.

### Main source of income for current retired women



Aged 65 or more, 2015-16.

### Solo living among the elderly, 2016

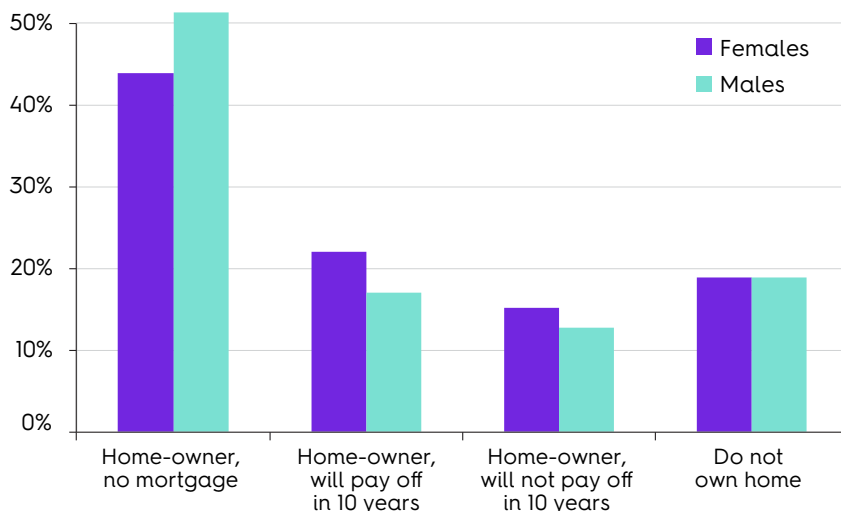


focus on  
**HESTA**



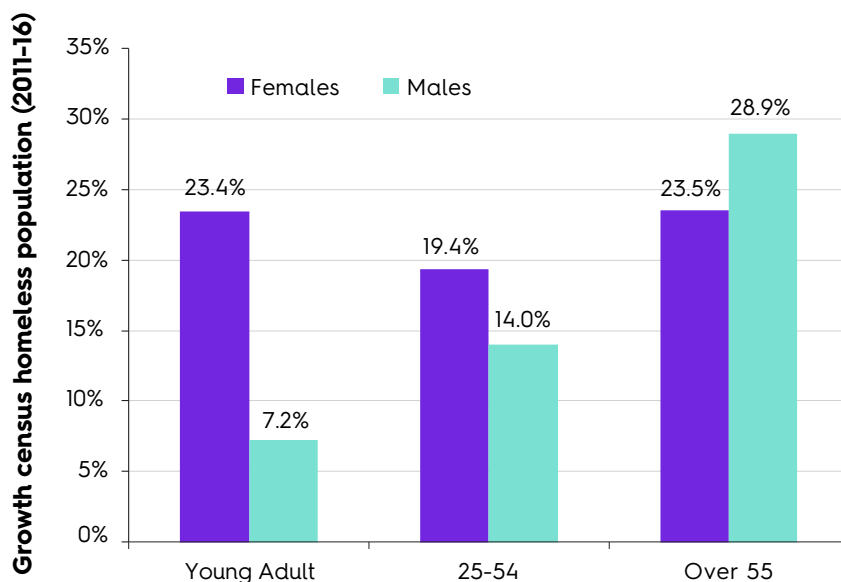
A key determinant of financial security in retirement is whether a pensioner owns their own home. Among HESTA members approaching retirement (those working but aged 50 or over), 44% of women and half of men own their own home outright (with no remaining mortgage). Another fifth plan to pay off the mortgage within 10 years, roughly in time to retire. But almost one-fifth of members approaching retirement do not own their home at all.

## Home-ownership rates, HESTA members approaching retirement



Includes employed HESTA members over 50.

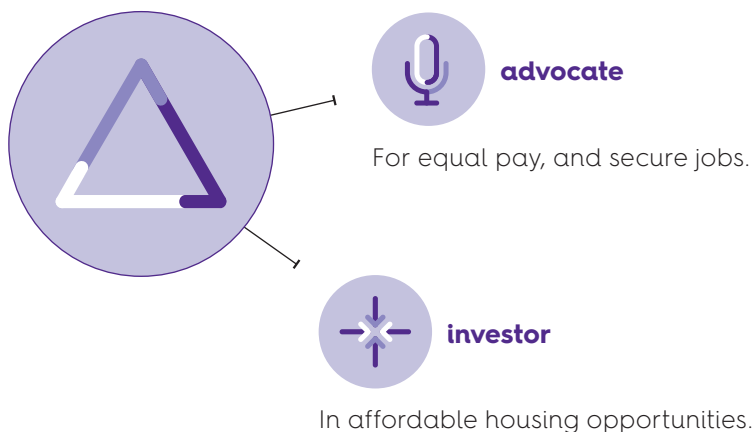
## Growth in homelessness by age and gender



**SDG 11: Ensure access for all to adequate, safe and affordable housing and basic services.**

Affordable housing is a crucial factor in the financial wellbeing of all families, and it is especially important for retired Australians. The escalation of property prices, and sky-high rental rates (especially in major cities), has caused great financial stress for many working and retired households. Effective policies to increase the supply of affordable housing (including rental and public housing) will be crucial in the future: to both allow younger families to purchase homes, and to reduce poverty among retired people who do not own their own homes.

## HESTA Impact







## 5 the vulnerable

**More than one in three women have experienced some form of physical or sexual violence in their adult lives. About one Australian woman per week, on average, is killed by a current or former partner. The vast majority of those committing physical and sexual violence against women are men; and three-quarters of those are known to their victims (most commonly their current or former partners).**

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Over half of adult women have experienced sexual harassment in their adult lives; again, the overwhelming proportion of perpetrators are men, and many of those incidents occur in workplaces. Women also face other serious forms of intimidation, including emotional abuse and stalking.

Violence against women and their children imposes enormous costs on the victims: including injury and illness, fear and mental health consequences, disruption and uncertainty, and financial costs (including lost wages, legal and moving costs, and more). Broader economic costs from violence against women include lost productivity; policing, security and legal expenses; health care expenses; reduced educational achievement for children; and more. The total economic cost of violence against women and children has been estimated at \$22 billion per year.

**Violence from intimate partners now poses the greatest single health risk to women in the core working-age bracket of 25-54 years.**

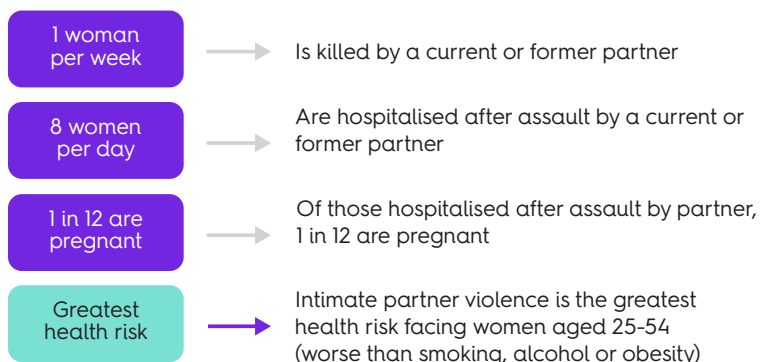
Many measures would help to prevent violence against women and their children. These include public education, better protection for women from violent partners and ex-partners, and stronger income security measures (so women are not financially compelled to stay in violent situations).

## Women's experience of violence

Proportion of women who experienced:		
	In the last 12 months	In their lifetime (since 15)
Physical or sexual violence	4.7%	36.8%
Emotional abuse	4.8%	23.0%
Sexual harassment	17.3%	52.2%
Stalking	3.1%	16.8%

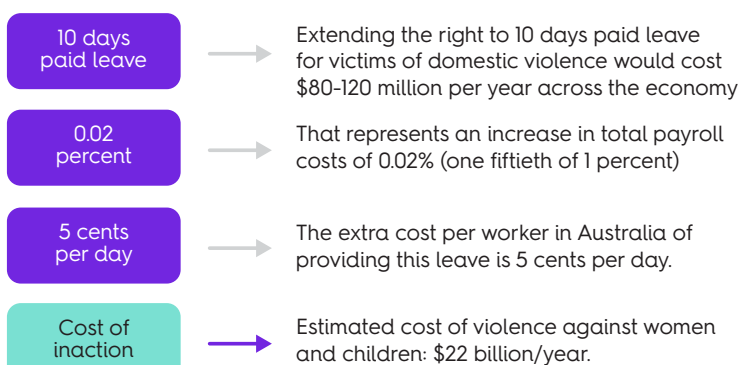
Women over age 15.

### Intimate partner violence



One important initiative with proven benefits in reducing violence and helping its victims is the provision of paid leave from work, to assist women in escaping violent situations. The average cost of 10 days paid leave for victims who need it works out to just 5 cents per worker per day across the whole labour force. This is a tiny price to pay, to help victims and avoid the much larger costs of continued violence.

### Paid domestic violence leave



## 5 GENDER EQUALITY



**SDG 5: End all forms of discrimination against all women and girls everywhere, and eliminate all forms of violence against all women and girls in the public and private spheres.**

Violence continues to inflict enormous suffering and fear on hundreds of thousands of Australian women and girls, not to mention substantial economic costs (measured in tens of billions of dollars). Australia needs a focused, well-resourced strategy to educate men and women about the need to stop violence against women and girls, and to protect and support women who have experienced violence in their lives. Establishing paid leave for victims of domestic violence as a universal employment right would be one important anti-violence measure in workplaces.

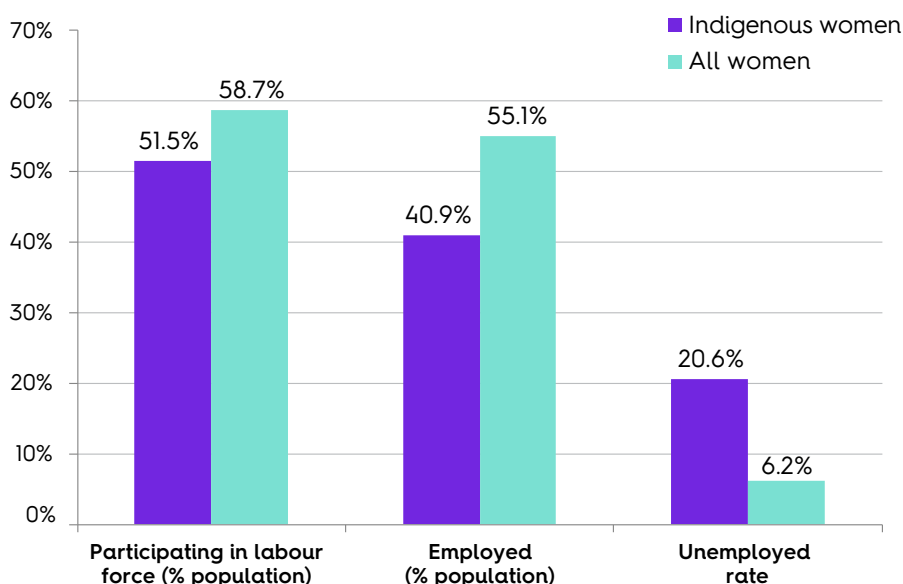


# Aboriginal and Torres Strait Islander Australians

All women face discrimination and inequality. But for Aboriginal and Torres Strait Islander women, the barriers of exclusion and prejudice are especially high. They face compounded inequality, reflecting both their gender and their heritage.

Aboriginal and Torres Strait Islander women face particular discrimination in the labour market. Labour force participation rates are lower, and the unemployment rate is more than three times as high – over 20%, according to most recent data. And employment outcomes for Aboriginal and Torres Strait Islander women have grown worse over the past decade, not better.

Labour market indicators, women, 2014-15



Problems of low income, shorter life expectancy, and violence are also more common for Aboriginal and Torres Strait Islander women. 22% of Aboriginal and Torres Strait Islander women have experienced violence in the last year; 29% live in a household that ran out of money for basic living expenses within the last year; and 29% have experienced homelessness. For these and other reasons, the life expectancy of Aboriginal and Torres Strait Islander women is presently just 75.6 years: eight years shorter than for non-Aboriginal and Torres Strait Islander women.

The life expectancy of Aboriginal and Torres Strait Islander women is eight years shorter than for non-Aboriginal and Torres Strait Islander women.

## 10 REDUCED INEQUALITIES



**SDG 10: Promote the social, economic and political inclusion of all – irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.**

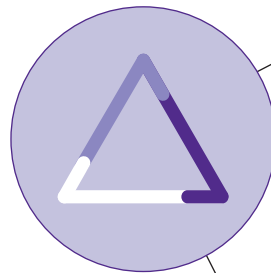
Women from Aboriginal and Torres Strait Islander, immigrant, and diverse linguistic and cultural communities face a double burden of discrimination and inequality. They have less access to decent work and fair pay, because of both their race and their gender. Average incomes for Aboriginal and Torres Strait Islander women are among the lowest of any Australians. Stakeholders in the health and community service sectors have a responsibility to reduce inequality across all dimensions. Measures could include by improving employment and pay equity practices, and enhancing service delivery for women and families from Aboriginal and Torres Strait Islander and culturally and linguistically diverse communities.

## focus on HESTA



In 2015, HESTA became the first industry super fund to adopt and implement a Reconciliation Action Plan. This plan guides our efforts to build stronger partnerships with Aboriginal and Torres Strait Islander communities, and better meet the needs of our Aboriginal and Torres Strait Islander members.

### HESTA Impact



#### advocate

For measures to address domestic violence and Aboriginal and Torres Strait Islander disadvantage. Developing and implementing a Reconciliation Action Plan and a Financial Inclusion Action Plan.



#### organisation

Providing employees with access to Domestic Violence leave and other support services.

# conclusion

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HESTA thinks and acts holistically about how we can achieve sustainable investment returns, while contributing to a healthier society and planet. To do this, we are pioneering an approach that leverages our scale, influence and deep experience in responsible investment to drive meaningful change now and for generations to come. We are one of a few big global investors who are taking this type of coordinated, organisation-wide approach.

Historically, superannuation funds have limited how they consider their social and environmental impact to specific impact investment programs. These impact investments are typically a small slice of overall asset and aim to earn a financial return as well as having a measurable social or environmental impact. However, at HESTA, we're focused on the broader impact we have for our members and our funds under management of locally and globally invested assets.

We know a HESTA member is likely to stay invested with us for decades and so we invest for multiple generations of members over extremely long timeframes. With this in mind, the decisions we make today will make a big difference to the world into which our members retire. And because we invest members' savings across such long timeframes, we cannot afford to ignore or avoid risks like climate change or lack of gender diversity. It is why we encourage action from governments, the companies we invest in and our own organisation on climate change, gender and other important issues.

We focus on key Sustainable Development Goals to address climate change, promote gender equality and build healthier, more sustainable and inclusive communities, cities and economies.

This approach informs our responsible investment focus, it frames our advocacy efforts and it drives our own operational sustainability.

We hope our first issue of *Vital Signs* has highlighted some facts and research, and also outlined the role HESTA can play in making a positive impact on the world into which you retire.

## Appendix:

### Statistical Sources

Page	Item	Source
4-5	Infographics	Analysis of HESTA membership database.
6	Text	ABS Catalogues 6291.0.55.001, Table 1, and 5206.0, Tables 20 and 45.
7	Fig. (top)	ABS Catalogue 6202.0, Table 1.
7	Fig. (bottom)	ABS Catalogue 6291.0.55.001, Table 1.
8	Figure	OECD Statistics, Labour Force Survey by Sex and Age Indicators.
8	Table	ABS catalogue 6291.0.003, Table 6.
10	Text & Table	ABS Catalogues 6202.0, Table 1, and 6291.0.55.003, Data Cube EQ04.
10	Figure	ABS Catalogue 6291.0.55.003, Data Cube EQ04.
11	Box	ABS Catalogue 6302.0, Table 2.
11	Figure	ABS Catalogue 6302.0, Table 2.
12	Figure	ABS Catalogue 6302.0, Table 2.
14	Text	ABS Catalogue 2071.0, Table 16.
14	Box	Livermore et al. (2011).
15	Figure	HILDA Report (2018), p.12.
15	Table	HILDA Report (2017), Table 4.2.
15	Figure	ABS Catalogue 4402.0, Summary of Findings, Table 1.
16	Text, Box	Workplace Gender Equality Agency (2016), p.4.
16	Figure	Workplace Gender Equality Agency (2016), p.4.
17	Fig. (top)	ABS Catalogue 4430.0, Summary of Findings.
17	Fig. (bottom)	ABS Catalogue 4430.0, Table 32.3.
18	Text	ABS catalogue 4125.0, Table 2.7.
19	Fig. (top)	ABS Catalogue 3302.0.55.001, Table 1.9.
19	Fig. (bottom)	ABS catalogue 4125.0, Table 2.7; Clare for Association of Superannuation Funds of Australia (2017).
20	Figure	Baird et al. (2018), p.51.
23	Figure	OECD Statistics, Greenhouse Gas Emissions by Source, Economic Outlook.
26	Text	ABS Catalogue 4125.0, Table 2.9.
27	Fig. (top)	ABS Catalogue 4125.0, Table 2.6.
27	Fig. (bottom)	ABS Catalogue 2071.0, Table 13.
27	Text	Australia's National Research Organisation for Women's Safety (2019).
28	Figure	Analysis of HESTA membership database.
28	Figure	ABS Catalogue 2049.0, Table 1.12 (2016) and Table 12 (2011).
31	Table	ABS Catalogue 4906.0, Table 32.1.
31	Infographic	Australia's National Research Organisation for Women's Safety (2019).
31	Infographic	Stanford (2016).
32	Figure	ABS catalogued 4714.0, Table 4.3, and 6202.0, Table 1.

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