
WOMEN IN THE BUDGET

1999-00



Chief Minister

Women in the Budget

The Northern Territory Government recognises the integral role that Territory women make to the economic and social well-being of the Territory. In every sphere and at every level women have worked to advance the Territory and are increasingly recognised for these endeavours.

The *Plan of Action for Women in the Northern Territory to the Year 2000* sets out objectives for Government Agencies leading to the new century. Each goal reflected the priorities identified by women in the consultations leading up to the release of the Plan. My Government acknowledges that, while efforts need to continue, we can take pride in the achievements gained.

The number of women in decision making roles is increasing. Women are taking advantage of a range of educational and professional development opportunities and options under new and more flexible working conditions. Women's contribution to the historic and cultural fabric of the Territory is better known and celebrated. The economic power of women and financial services required by women are better recognised. Our sportswomen are prominent.

Under my Government, services for victims of domestic violence have been extended and enhanced, with arrangements put in place to continue funding key programs under the Domestic Violence Strategy, initially for another twelve months, while a major outcome evaluation takes place. The Territory Law Reform Committee has been asked to investigate possible changes to the way sexual assaults are investigated and prosecuted in the Territory.

Looking ahead, as Chief Minister and Minister for Women's Policy, I have directed that a Territory-wide consultative process is to take place during 1999 to determine Territory women's priorities for the new millennium. The Office of Women's Policy is charged with managing this. I anticipate, as a result, having new strategic directions in place for the Year 2000 and urge Territory women to contribute to this exciting and timely project.

I commend the 1999-00 *Women in the Budget* paper to you. It brings together information which is included in many program areas, that might not otherwise be readily available. It reports on progress and ensures a means by which Government agencies can be held responsible for continual improvement.

DENIS G BURKE

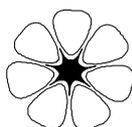


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INTRODUCTION

***Women in the Budget* is published as a supplementary Budget Paper with the aim of providing the reader with a tool to identify and evaluate the Northern Territory Government's policies and resource allocation with respect to women in the Territory community.**

The paper outlines the direct impact of the Government's expenditure on women and girls, and also records the Government's achievements towards its Looking Ahead: Plan of Action for Women in the Northern Territory to the Year 2000 (the Plan).

This publication reports specifically on policies and programs during the past year. It identifies achievements and highlights plans for the coming year which will either specifically, or generally, have an impact on women and girls. Information on expenditure for 1998-99 and projected expenditure for the 1999-00 year has been included where possible.

***Women in the Budget* was initiated, and is based on, the need to increase awareness of the effect of Government policy and expenditure on women and girls.**

It is designed to be read in conjunction with other Budget Papers and Agency

reports where more detailed program information is published.

Details by Agency have been provided for those Agencies with programs and policies that are particularly aimed at, or which generally affect, women and girls.

Agencies which do not have targeted gender specific programs are included in the Appendix.

There are five sections in this paper:

- **Introduction;**
- **Chapter 1 - which provides an overview of 1998-99 achievements against the Plan;**
- **Chapter 2 - which contains a brief statistical analysis of women in the Territory;**
- **Chapter 3 - which provides details by Agency; and**
- **Appendix - which details employment classifications of staff by gender for each Agency.**

The production of this publication requires close liaison between Treasury, the Office of Women's Policy and Agencies.

THE YEAR IN REVIEW

The Northern Territory Government's *Looking Ahead: Plan of Action for Women in the Northern Territory to the Year 2000* (the Plan) was released in 1994. The goals and objectives it detailed were the direct result of input from women throughout the length and breadth of the Territory between 1991 and 1994. These consultations included women in urban centres, in remote localities, in small and large communities, on properties and in mining towns.

The Plan set out a six-year blueprint for action by Government Agencies, leading up to the year 2000, under four key reform areas: *women's status in society; women's economic security and independence; the elimination of violence against women; and the health and well-being of Territory women*. Some program initiatives cross two or more of these reform areas, for example, access to education has been linked with skill improvement, improved health and longevity, increased status in the community, and enhanced economic independence through employment and other opportunities.

Government Agencies were encouraged to extend activities beyond the requirements set out as a base line in the Plan and, since 1995, have been required by Government to report against its goals and objectives in the *Women in the Budget* paper. The Territory is currently the only jurisdiction in Australia to link Government's policy directions and goals for women with the accountability structure of reporting in a supplementary

budget paper each year. The Territory has been cited internationally, in both developing and developed countries, as an exemplar for this practice.

It is significant that Agencies have, more so than in previous years, reported against the four reform areas in what will be the final report against the existing Plan.

WOMEN'S STATUS IN SOCIETY

The Plan recognised the necessity for the number of women in decision making and key decision making roles to increase, and for public awareness of the contributions by women to the Territory to expand. There are clear indicators that improvements have been made in this area both since the inception of the Plan and over the year in review. While some of these improvements remain comparatively modest, initiatives are beginning to show results and provide a solid base for consolidation.

Highlights during the year included:

- An increase in the number of strategic consultations and improved representation through:
 - An announcement by the Chief Minister that the Office of Women's Policy will, during 1999, be responsible for planning and implementing a wide ranging consultative process to assist Government determine Territory women's priorities for the twenty-first Century.

- The Women's Advisory Council convening regional consultations and forums in Alice Springs, Tennant Creek, Newcastle Waters, Katherine, Nhulunbuy, Brunette Downs and Darwin to meet with, and identify issues of importance and interest to, Territory women.
- The Office of Women's Policy representing the Territory on the *Commonwealth, State, and Territories Officials to the Conference of Ministers for the Status of Women* and the *Commonwealth, State, and Territories Standing Committee of Women's Advisers on the Status of Women* to ensure that Territory women's priorities are promoted and integrated in the initiatives of these peak groups.
- The Department of Primary Industry and Fisheries now finalising the *Strategy for Northern Territory Women in Rural, Regional and Remote Areas* and an accompanying action plan. It will assist women from rural, regional and remote areas of the Territory to be recognised by industry and government as essential partners in the development of sustainable rural and primary industries.
- The Department of Lands, Planning and Environment appointing a senior woman to represent the Territory on a number of significant committees including the *Standing Committee on Environment Protection*, the *National Environment Protectional Council Committee*, the *National Greenhouse Strategy Implementation Planning Group* and the *Alligator Rivers Region Advisory Committee*.
- The Women's Advisory Council developing a survey for the International Year of the Older Persons, to determine the retirement intentions of senior Territorians. This will provide information to Government to assist in planning services and facilities to encourage seniors to remain and retire in the Territory. Reporting and analysis of the survey results will include issues specific to older women in the Territory and will identify areas of particular concern to senior women.
- The Office of Ethnic Affairs playing a major part in the annual review of the *Northern Territory Integrated Settlement Plan*, undertaken in consultation with Commonwealth and Territory Government Agencies, Local Government and ethnic communities, to ensure that the settlement needs of newly-arrived women in the Territory were addressed.
- The Department of Sport and Recreation being actively involved with the *Women in Sport Sub-Committee of the Standing Committee of Recreation and Sport* to assist with the participation of women and girls in interstate sporting activities.
- An increase in the number of women appointed to government boards and committees with a total of 25.3% at June 1998, an increase of 1.8% on the previous year, and an increase of 5.4% since June 1995.

- Women are now presiding over 17% of local government bodies, a small increase on the previous year, with women constituting 41% of the total elected members in the Territory.
- In the Department of Arts and Museums women comprise: 50% of the Department of Arts and Museums Management Board members; eight of the fifteen Araluen Advisory Committee members; and four of the eight Agency Director positions.
- Arts Sponsorships valued at \$290 980 being approved to support women in the arts, by the Department of Arts and Museums, with the level of assistance being provided to support women's participation across the full range of arts activities increasing significantly on the \$166 246 provided in 1997-89.
- The Women's Advisory Council:
 - Organising arts events across the Territory to celebrate International Women's Day with support received from the Department of Arts and Museums, Artback, and Territory Craft including exhibitions involving over fifty women artists.
 - Sponsoring a renowned South Australian women's theatre group to travel to the Territory and perform in Darwin, Casuarina, Palmerston, Nhulunbuy and Yirrkala with over 400 women participating.
- Improving gender disaggregation in reporting by the Department of Primary Industry and Fisheries, through the *Vision for Change: National Action Plan for Women in Agriculture and Resource Management* and, from 1999, monitoring the participation of women in boards, committees and in industry activities organised by that Agency.
- The Anti-Discrimination Commission arranging to have material translated into selected Aboriginal languages, with information presented in Anindilyakwa, Djambarrpuynu, Murrinh-Patha, Tiwi, Gupapuynu, Kriol, Kunwinjku, Warumungu, Central, Western and Eastern Arrernte, Purtame, Warlpiri, Pitjantjatjara and Luritja.
- The Office of Ethnic Affairs completing translations of information specifically for women, for example on breast screening, through the NT Interpreter and Translator Service. Over 70% of clients requiring interpreting services are women.
- An increase in the number of awards made to recognise and celebrate women's contribution to the Territory, since the Plan was announced and over the past year, demonstrated through:
 - The Chief Minister's Women's Achievement Award being introduced in 1997 and, over the past two years, presented to a total of forty-four women across the Territory for significant contributions to their neighbourhood, the region or the Territory as a whole.
 - The Northern Territory Government Women's Fellowship Award, making \$15 000 available in 1998 to a woman for a project that advances the objectives of the Plan presented at a major event hosted by the Chief Minister, that also celebrated a decade of the Fellowship and Fellowship recipient achievements.

- **The Office of Women's Policy sponsoring the inaugural Northern Territory University 1999 Office of Women's Policy Prize in Feminist Theory and the Law for the two top women students in this subject.**
- **The Northern Territory Business Women's Awards being expanded, in 1998, to include a special Chief Minister's Award for the Northern Territory Outstanding Young Business Woman of the Year.**
- **The Minister for Primary Industry and Fisheries, awarding part bursaries of \$2 500 to each of four rural women to help them take part in the 1998 Second International Conference for Women in Agriculture and Resource Management, in Washington DC.**
- **The Department of Primary Industries and Fisheries through its representation on the Standing Committee on Agriculture and Resource Management Rural Women's Working Group, contributing to the development of a new award for women leaders in primary industry.**
- **Northern Territory Police arranging for a senior woman member to attend the Australasian Women-in-Policing Committee in New Zealand, to assist in improving the effectiveness, efficiency and professionalism of policing in Australasia by maximising the potential contribution of women.**
- **The Northern Territory Rural College and the Country Women's Association of the Northern Territory putting in place an Encouragement Award specifically for young women graduates who are entering into the Pastoral/Rural Industry Workforce.**
- **A young woman on the Chief Minister's Round Table of Young Territorians being selected by an independent panel as the winner of the Office of Youth Affairs Community Services Award and the overall Northern Territory Young Achiever of the Year Award.**
- **The Office of Youth Affairs continuing as the major sponsor of the Office of Youth Affairs/Australia Day Council Student Citizenship Awards in both 1997-98 and 1998-99 with 1999 seeing approximately 70% of the 109 Awards presented to young women who had been selected by their schools.**
- **The Department of Lands, Planning and Environment providing financial sponsorship to a Northern Territory University Honours student towards her studies into the mobilisation of heavy metals in the sediments of Darwin Harbour.**

**WOMEN'S ECONOMIC SECURITY
AND INDEPENDENCE**

The Plan acknowledged economic independence to be a critical issue affecting women's opportunity to contribute to society. It identified that equal employment opportunities, the relationship between work and family commitments and access to education and training were issues which

influenced the economic security of women and their independence within society. Projects with a focus on women and financial independence have increased since the Plan was introduced, and over the year in review can be demonstrated through:

- **The Office of Women's Policy:**
 - Developing, releasing, and circulating over 750 Financial Planning Kits for Women with the Office of Women's Policy, the Office of Consumer Affairs and Fair Trading, the Women's Advisory Council, the Department of Industries and Business and the private sector contributing to the contents of the Kit.
 - Initiating, negotiating and arranging for the Australian Stock Exchange, as co-sponsor, to present seminars to nearly 400 participants in Alice Springs and Darwin on investing in the stock exchange with an emphasis on the information and investment interests of women. This was the first time the Australian Stock Exchange had presented seminars in the Territory.
 - Arranging for Associate Professor Rhonda Sharp, from the University of South Australia, to speak on *Women and Economic Policies* to over sixty participants at an open forum in Darwin with the Office also publishing and distributing her presentation as part of its Occasional Paper series.
 - Providing endorsement for Westpac Bank to introduce the activities of a Women in Business Unit to the Territory, with the unit set up to: focus on the specific needs of female customers; provide access to a range of specialists within the Bank; and conduct seminars on topics which affect the financial independence of women. The first seminar is planned for April 1999.
- **The Business Women's Consultative Council celebrating five years of linking women in business and government at a special function at Parliament House with many previous and current members gathered to reflect on past achievements and plan future activities.**
- **Women improving their access to education and the economic and social benefits this brings demonstrated through:**
 - The work of the Northern Territory Employment and Training Authority Women's Reference Group being credited with assisting, through the development of action plans, to change the face of Vocational Education and Training (VET).
 - A comparison of VET female trainees showing a total, in 1998, of 515 female trainees, compared to 472 in 1997.
 - Women making up over 70% of enrolments in both Bachelor College Higher Education and VET courses.
 - The newly formed Association of Women Educators initiating a project to explore networking and

- mentoring models and conducting the *Leading Edge* conference to address issues relating to gender equity, with fifty-five of the fifty-nine participants being women.
 - Figures indicating that female prisoners are participating at higher levels than male prisoners in VET, with 6.2% of the total prison population at Darwin Correctional Centre being female, and yet women filling 14% of VET enrolments.
- Data from the Northern Territory Superannuation Office showing that women constitute 62% of the Northern Territory Government and Public Authorities Superannuation Scheme members with representation on both the Investment Board and the Review Board of the Scheme. The Office has provided information on the Intranet and Internet to assist women with their superannuation arrangements and assisted the Women's Advisory Council with the preparation of the booklet *Superannuation - What Women Need to Know*. This was released as part of the financial information kit developed and released by the Office of Women's Policy. It has also initiated legislative and regulatory changes in recognition of the fact that women can be disadvantaged in superannuation particularly due to frequent broken work patterns.
- The Office of Communications, Science and Advanced Technology, particularly in relation to 1999 being Online Australia Year:
 - Promoting innovative approaches to the use of the Internet, through a Virtual Mall Market and interactive opportunities with a seminar and a travelling road show. These outline the benefits of the Internet and electronic commerce with the intention of specifically addressing women to ensure their participation.
 - Initiating *Life in the Information Age* breakfast briefing sessions in Darwin, Alice Springs and Katherine in April 1999.
 - Continuing to work collaboratively with the Business Women's Consultative Council, the Office of Women's Policy, and the Department of Industry and Business to deliver appropriate electronic commerce and Internet awareness raising activities to Territory women.
- The Women's Advisory Council and the Anti-Discrimination Committee contributing to the Human Rights and Equal Opportunity Commission Pregnancy and Work Inquiry with the issues discussed to be incorporated into the Inquiry report.
- The Department of Housing recording that approximately 46% of all HomeStart borrowers have been single women, a significant increase on the 25% reported over previous years.
- Agencies initiating a range of innovative practices and providing tangible support for women in terms of professional development and flexible work practices, with the:
 - Office of the Commissioner for Public Employment developing,

publishing and presenting material to provide Agencies with information on flexible work practices and the key requirements for the successful implementation of home based work.

- Department of Corporate and Information Services being formed as a flagship in the introduction of innovative and flexible work practices, such as establishing a Carers Room to pilot the provision of a work station and facilities to employees wishing to care for family members without the loss of productivity associated with an absence from work.
- Office of the Commissioner for Public Employment celebrating, in 1998, the tenth year of the *Management Skills for Women Program* with a Darwin-based event that was attended by course participants from all fifteen past courses as well as participants from the sixteenth intake.
- Department of Lands, Planning and Environment making a number of permanent part-time positions available in the professional, technical, and administrative streams, that have proved attractive to women particularly those with child care responsibilities.
- Department of Lands, Planning and Environment encouraging women at all levels to undertake professional development and to take advantage of study assistance, with women in the past year attending the *Women in Management Course* offered in

the Northern Territory public sector, a two week summer school in Heritage Conservation Techniques in Canberra, a *Senior Manager's Program* at Monash Mount Eliza Business School in Victoria and a range of supervisory and technical skills programs.

ELIMINATION OF VIOLENCE AGAINST WOMEN

The Plan makes clear that domestic and sexual violence are serious problems and that the Territory Government is committed to reducing the incidence of violence against women. Under the Northern Territory Government Domestic Violence Strategy, program responses have been put in place to prevent, reduce and eliminate violence against women. Some of these have been cited as exemplars across the nation.

Over the year under review, achievements included:

- The Territory winning five of the prestigious 1998 Australian Violence Prevention Awards, bringing the total number of Awards received by the Territory over the past two years to eight, in recognition of outstanding projects that work towards the prevention of violence. Of particular significance is the award to the Office of Aboriginal Development with the Office making the \$5 000 prize money available to the Ali Curung Council, where a Law and Order Plan has been in place for two years and there has been a significant decline in the overall level of crime, including assaults against women.
- The Office of Women's Policy:

- Successfully gained Cabinet endorsement to extend funding under the Domestic Violence Strategy for the next financial year, to enable core programs and staff to remain in place while a major outcome evaluation of the Strategy is initiated, and to call for expressions of interest for the establishment of a supported crisis and medium term family service at Palmerston.
- Establishing and convening the inaugural meeting of the Domestic Violence Coordinating Committee Indigenous Family Violence Reference Group.
- Expanding the information available during the year, by researching, producing and distributing nine new occasional papers, seven new factsheets, five new information kits, and two newsletter editions specific to domestic and sexual violence, to provide information on children, youth, court-mandated offender programs, and community education programs.
- Launching two new community education campaigns:
 - The second *It's got to stop....* community education program to continue promoting the message that domestic violence is a crime, and to highlight the risks of violent and abusive behaviours being learnt and repeated between and among family members; and
 - The *Be cool....not cruel* community education program for young Territorians with funding from the Commonwealth to develop and document a best practice model on behalf of the nation.
- Providing funding for Crisis Line to introduce a new 24 hour toll-free telephone counselling service, *Crisis Chat Line*, in association with the *Be cool....not cruel* campaign, making information and support available to children and parents, and appropriate training documented and delivered to ensure that counsellors had an enhanced understanding of child centred practice within the context of violence in the family.
- Managing, publishing and distributing information on the Domestic Violence Data Collection Project with all three reports and factsheets to date providing information on what is still the only jurisdiction-wide data collection project in Australia. Emerging data from this project is establishing a comprehensive overview of the incidence of domestic violence across the Territory and benchmark data from which domestic violence can be monitored.
- Researching, developing and documenting a court-mandated domestic violence offender program and winning Commonwealth funding to pilot the Northern Territory Court-Mandated and Court-Referred Programs for Offenders of Domestic and Aboriginal Family Violence as a

- best practice model on behalf of the nation.
- Representing the Territory on the:
 - Australian Violence Prevention Award Committee from 1997, and providing funding for three of the winning programs in 1998; and
 - National Partnerships Against Domestic Violence Task Force convened to monitor agreements reached by all Heads of Government at the 1997 National Domestic Violence Summit.
 - The Department of Housing:
 - Through the Crisis Accommodation Program, which is a Commonwealth funded program administered by the Agency, providing \$393 637 to upgrade, maintain, and extend crisis accommodation in the Territory. Projects for the year include the construction of a new purpose built women's crisis centre at the Bagot Community, with the centre to act as a model for further projects with similar social problems, and upgrading to the Katherine Women's Crisis Centre, the Catherine Booth House Women's Crisis Centre and the Darwin Aboriginal and Islander Women's Shelter.
 - Through the Housing Capital Works Program providing upgrades for Crisis Accommodation Gove at a cost of \$165 000.
 - The Chief Minister officially launching a 1 800 24-hour toll free telephone service, an information package, and unveiling the VOCAL logo in February 1999, to expand the service to victims of crime in the Territory.
 - The Attorney-General asking the Territory Law Reform Committee to investigate possible changes to the way sexual assaults are investigated and prosecuted in the Territory.
 - Territory Health Services:
 - Putting a team of Aboriginal Family Violence workers in place to initiate community based responses to Indigenous family violence in the Katherine district, Nhulunbuy and Central Australia, producing a series of portable story boards for the workers to use in assisting communities to develop an understanding of, and options in responding to family violence.
 - Women's Health Adviser coordinating sexual assault service provision and policy across the Territory and convening three teleconferences, in 1998, to link government and non-government sexual assault service providers and provide information on priorities and service responses. The sexual assault counsellor, newly appointed in Tennant Creek, contributes to this network.
 - Women's Health Strategy Unit funding the development of an appropriate model of service delivery for Aboriginal women in Alice Springs who have been subjected to sexual violence and working closely with Northern Territory Police to develop

protocols for supporting sexual assault victims.

- **Putting key initiatives in place in respect to sexual assault with the:**
 - Northern Territory Police continuing to support the specialised Domestic Violence Units, in Darwin and Alice Springs, with the Alice Springs Unit expanding its rostered hours of duty, to include evening shifts and to enable members to be available between midnight and 6am to provide an enhanced response to victims of serious domestic complaints. The Unit will be relocated and refurbished to assist victims and provide them with privacy and comfort including access to a *soft interview* room.
 - Funds being made available, through the Office of Courts Administration, for judges and magistrates to attend workshops and seminars on gender awareness, to address the community perception that possible bias against women exists in the judicial system.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

The Plan determines that strategies regarding women's unique health needs, affordable and appropriate housing, the level of drug and alcohol related harm, occupational health and safety, and women's participation in sport and recreation are important to the Territory. This commitment is highlighted, for sport and recreation, through 1998.

Agency achievements, during the year under review, can be demonstrated through:

- **Territory Health Services:**
 - Initiating a major and Territory-wide review of the Women's Health Policy with consultations in every region, and a new and comprehensive policy and implementation strategy to be finalised during the next financial year. Some of the health issues emerging from these consultations include alcohol, smoking and other drug use, breast and cervical cancer, sexual health, violence against women, stress, support and mental health, and workforce issues.
 - Extending its Living with Alcohol Program to deal with issues relating to a range of substances, with the Tobacco Action Project having a major focus in Aboriginal communities where tobacco is one of the main drugs used by women including pregnant women.
 - Extending training on the detection and management of post natal depression to the Top End for community based nurses and midwives.
 - Training over 100 service providers to work with individual women to reduce parenting related stress. The program involves the active training of parents in the use of child management and positive parenting skills, and provides practical assistance in implementing planned changes with children. Women's skills, knowledge, motivations and

access to social supports are built upon in one to one sessions and strategies for collaborating as a parenting team are suggested. The positive parenting program aims to prevent long term mental health problems and child abuse, and to impact positively on maternal happiness and stress levels.

- **Department of Sport and Recreation:**
 - **Women representing 61% of the elite scholarships awarded by the Department of Sport and Recreation, an increase of 27% on 1998 statistics, and the new grants model adopted by the Department requiring organisations to provide evidence of policies and practices that encourage access and equity.**
 - **The 1998 Women in Sport and Recreation (WISAR) weekend involving approximately ninety organisations throughout the Territory with activities held in all major centres as well as many Aboriginal communities. The WISAR weekend was effective in encouraging 12% of Territory women, who were not previously involved in any form of physical activity, to take up the activity on a regular basis.**
 - **Women accounting for over 44% of the inquiries regarding the 1999 Arafura Games, with 70% of Games Ambassadors being women.**
 - **Women's soccer making its debut at the 1999 Arafura Games.**

STATISTICAL SNAPSHOT

This chapter provides a statistical outline of women's social and economic circumstances in the Northern Territory.

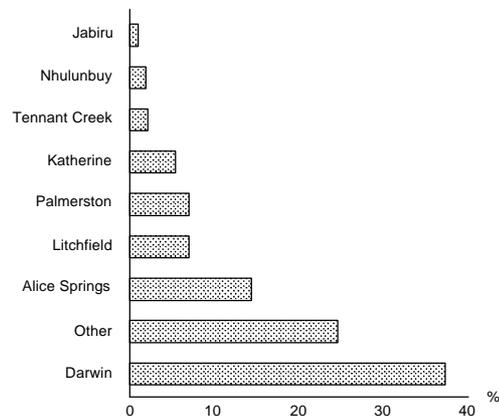
Information is provided on population, age, families, leisure, cultural diversity, education, training, earnings, employment and small business.

Profiles of public and private sector employment relating to the participation of women are also included.

the female population. This can be attributed in the main to the further influx of Australian Defence Force personnel being relocated to the Territory from southern States.

Figure 2.2

FEMALE POPULATION DISTRIBUTION



Source: 1996 Census, ABS Cat. No. 2018.7.

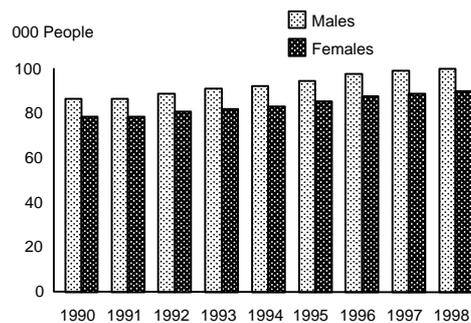
The latest census information confirms that the female population of the Territory remains concentrated in the Darwin, Palmerston and the Darwin Rural area where 52% of Territory women reside (Figure 2.2). Alice Springs remains the second largest urban centre, while roughly a quarter of Territory women reside in rural or remote communities.

POPULATION

In June 1998, the average estimated resident population of the Territory for the year was 189 990, of whom 89 769, or 47.2%, were women.

Figure 2.1

ESTIMATED RESIDENT POPULATION NORTHERN TERRITORY AS AT 30 JUNE 1998



Source: Australian Demographic Statistics, ABS Cat. No. 3101.0.

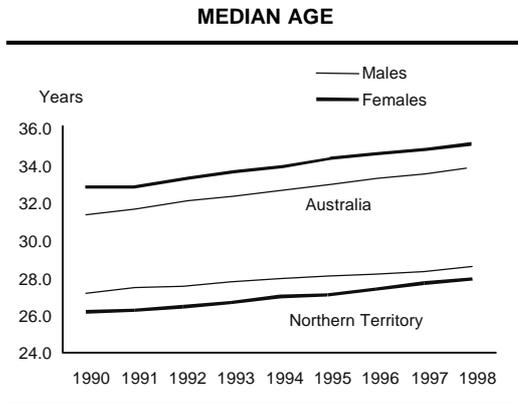
In 1998 the ratio of females to males has again marginally decreased from the previous year (Figure 2.1), indicating that the male population continues to grow at a faster rate than

AGE

The median age of women in the Territory in June 1998 was 28.0 years.

This compares with the median age of 28.6 years for Territory men.

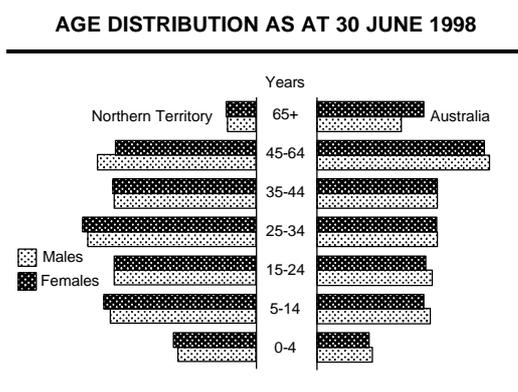
Figure 2.3



Source: *Estimated Resident Population by Age and Sex*, ABS Cat. No. 3201.0.

On average, Territory women are 7.3 years younger than Australian women overall, whose median age is 35.3 years. The median age of Territory women is increasing marginally each year, but the population profile of the Territory remains significantly younger than the rest of Australia (Figure 2.3).

Figure 2.4



Source: *Estimated Resident Population by Age and Sex*, ABS Cat. No. 3201.0.

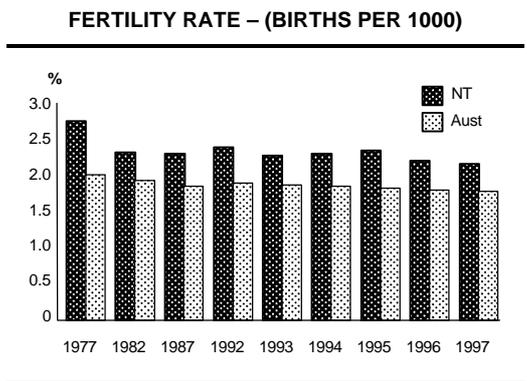
Women in the over sixty-five age bracket continue to form a substantially lower proportion of the total population (at

3.4%) than nationally (at 13.6%). The profile of men and women in each age bracket is similar in the Territory when compared with the national data, apart from a lower concentration of Territory women in the forty-five and over age brackets, (Figure 2.4).

FAMILIES

As at the last census the Territory had the highest live birth rate in Australia (Figure 2.5), reflecting the relative youth of the Territory population. The Australian Bureau of Statistics estimates that 37.7% of births were Aboriginal and Torres Strait Islander, up slightly from 36.0% in 1995. This is in contrast to the fact that Aboriginal and Torres Strait Islander women account for only 25% of the Territory female population.

Figure 2.5

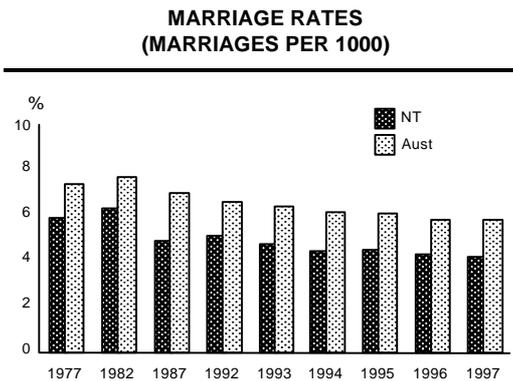


Source: *Births*, ABS Cat. No. 3301.0.

The age structure for fertility in the Territory is much younger than any other State or Territory. Women aged under twenty-five years made up 40% of the total fertility rate in 1997, down from 43% in 1996. The age-specific birth rate for fifteen to nineteen year old women in the Territory (76.5 births per 1 000 women) was more than six times higher than the lowest State (Victoria with 12.4), (*Births*, ABS Cat No 3301.0).

According to the 1996 census the median age of mothers in the Territory was 27.0 years. This is more than two years younger than the national median age of 29.4 years. The median age of Territory mothers has remained close to 26.5 years for the past decade.

Figure 2.6



Source: Births, ABS Cat. No. 3301.0.

Marriage rates in the Territory are the lowest of all the States and Territories and well below the national average (Figure 2.6).

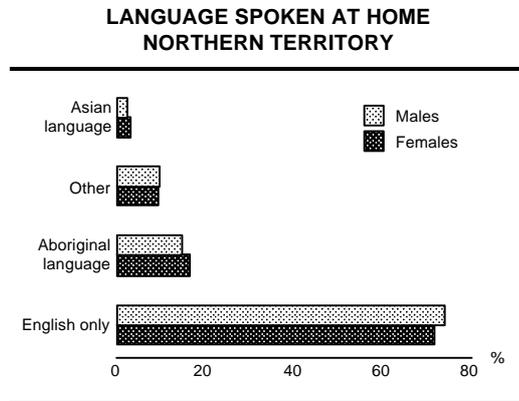
LEISURE ACTIVITIES

Current Australian Bureau of Statistics data states that the Territory has Australia's third highest participation rate of women in sport and physical activities at 45.7% (ABS *Participation in Sport and Physical Activities 4177.0 1997-1998*).

CULTURAL DIVERSITY

Approximately 25% of the female population of the Territory are Aboriginal and Torres Strait Islanders and another 20% are from overseas. Of the total population, 26% speak a language other than English (Figure 2.7).

Figure 2.7



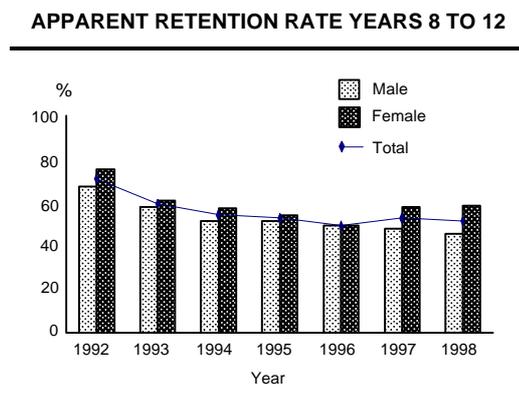
Source: 1996 Census, ABS.

EDUCATION AND TRAINING

SECONDARY EDUCATION

Secondary school retention rates, which have been declining significantly since peaking in 1991-92, increased in 1997. In 1998 the female retention rate has continued to increase, by 0.8%, to 58.6%, however, the total retention rate has not been maintained, and in fact decreased by 1.1%, to 51.7%.

Figure 2.8



Source: Statistical Overview of the Northern Territory Schools 1998, Department of Education.

It should be noted that these Apparent Retention Rates (Figure 2.8) do not include part-time students, or students at

evening school, correspondence schools, or schools in predominantly Aboriginal communities. Thus retention rates are lower than would be the case if these types of students were included in the calculation. These figures will also be influenced by the increased numbers of part-time students in the new South Australian Certificate of Education (SACE) in Years eleven and twelve who may study over three years instead of the minimum two. The sample size, migration of students and grade repetition may also affect the figures.

The Department of Education maintains considerable statistics on gender to enable better planning and evaluation of Equal Employment Opportunity programs in schools.

HIGHER EDUCATION

Figure 2.9

Broad Field of Study	Females	Males
	%	%
Land and Marine Resources, Animal Husbandry	36.4	63.6
Architecture, Building	8.1	91.9
Arts, Humanities and Social Sciences	61.4	38.6
Business, Administration, Economics	69.1	30.9
Education	42.7	57.3
Engineering Surveying	1.9	98.1
Health, Community Services	67.3	32.7
Law, Legal Studies	54.2	45.8
Science	12.0	88.0
Services, Hospitality, Transportation	61.1	38.9
TAFE Multi-Field Education	41.4	58.6
Total TAFE Enrolments	44.1	55.9

Source: Northern Territory University.

At the Northern Territory University, women's enrolments remain heavily concentrated in the fields of arts, education, business and health in both higher education and Technical and Further Education (TAFE), while males predominate in the technology fields (Figure 2.9).

There is a higher proportion of men undertaking TAFE courses in the Territory in comparison to the higher proportion of women in University courses (Figure 2.10). Women have a higher representation in the arts, business & economics, education, health, and legal fields, whilst architecture, engineering and science are more popular fields of TAFE study for men.

Figure 2.10

1998 HIGHER EDUCATION ENROLMENTS BY BROAD FIELD OF STUDY

Broad Field of Study	Females	Males
	%	%
Agriculture, Animal Husbandry	50.0	50.0
Architecture, Building	43.3	56.7
Arts, Humanities and Social Sciences	69.7	30.3
Business, Admin and Economics	54.3	45.7
Education	74.3	25.7
Engineering, Surveying	11.7	88.3
Health	86.1	13.9
Law, Legal Studies	56.0	44.0
Non-Award	40.0	60.0
Science	40.7	59.3
Total Higher Education Enrolments	60.4	39.6

Source: Northern Territory University.

Of the total enrolments at the Northern Territory University in 1998, 60.4% were women (Figure 2.11). This reflects the continuing higher retention rates in education for girls than boys. For both men and women, the most popular

educational qualification is the Bachelor Degree.

Figure 2.11

1998 ENROLMENTS		
Course Type	Females	Males
	%	%
Continuing Students	61.2	38.8
Students commencing in 1998	59.6	40.4
Doctorate by Coursework	39.1	60.9
Doctorate by Research	39.8	60.2
Masters by Research	48.1	51.9
Masters by Coursework	55.7	44.3
Diploma	50.0	50.0
Graduate Certificate	40.2	59.8
Bachelor-Pass	63.0	37.0
Bachelor's Honours	77.0	23.0
Bachelor Graduate Entry	55.3	44.7
Graduate Diploma-Extend	64.0	36.0
Graduate Diploma-New	64.9	35.1
Associate Diploma	54.8	45.2
Enabling Course	63.0	37.0
Cross-Institute Program	74.5	25.5
Non-Award Course	50.0	50.0
Total	60.4	39.6

Source: Northern Territory University.

Women commencing higher education in 1998 formed 59.6% of the total new students.

Figure 2.12

PARTICIPATION IN NON TRADITIONAL TAFE COURSES - CERTIFICATE AND ASSOCIATE DIPLOMA

Course	Male	Female
Business (Accounting)	15	76
Horticulture	23	32
Commercial Cookery	66	44
Computer Operations	19	51
Information Technology	99	152
Land Management	36	24
Small Business Management	9	28
Rural Skills	31	25
Education	3	17
Access to Employment and Training	104	204
Creative and Applied Art	43	160
Tour Guiding	9	9
Management	30	32
Total	487	854

Source: Centralian College, 1999.

Figure 2.13

PARTICIPATION IN NON TRADITIONAL TAFE COURSES - STAGE 2 SECONDARY

Course	Male	Female
Accounting PES	2	8
Chemistry	6	5
Mathematics	39	31
Total	47	44

Source: Centralian College, 1999.

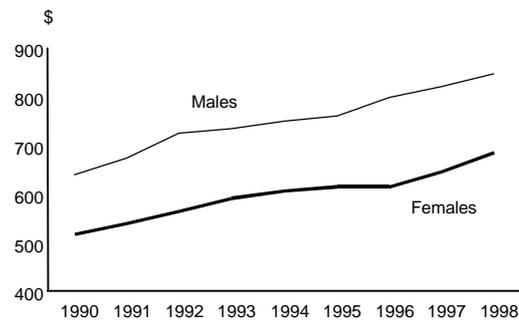
At Centralian College the number of females entering courses, which have traditionally been dominated by males, is continuing to increase. Overall training numbers for females in the VET sector outnumber the males by more than 75%. Some significant areas of growth in female participation in the last year have been in Business, Information Technology, Education, Access and Art Studies (Figure 2.12, 2.13).

EARNINGS

Both in the Territory and nationally, women continue to earn less than men. In May 1998, Territory women earned an average of \$685.20 a week, representing 80.9% of the average weekly earnings of Territory men (Figure 2.14).

Figure 2.14

AVERAGE WEEKLY EARNINGS OF FULL-TIME EMPLOYEES - NORTHERN TERRITORY

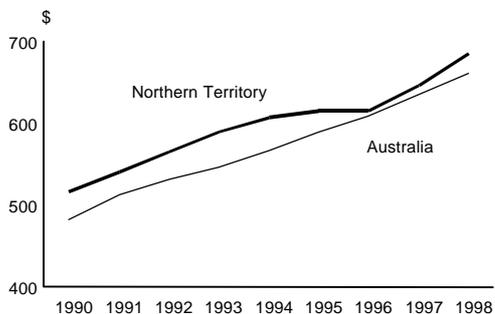


Source: *Average Weekly Earnings*, ABS Cat. No. 6302.0.

Average weekly earnings for all Territory workers continue to be higher than national averages, with the margin trending upward in favour of Territory workers (Figure 2.15). Territory women earn slightly more money per week than women interstate.

Figure 2.15

AVERAGE WEEKLY EARNINGS OF FEMALE FULL-TIME EMPLOYEES



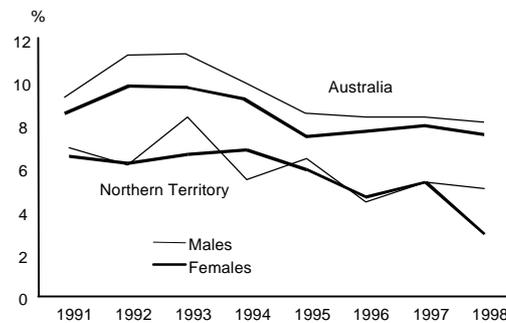
Source: *Average Weekly Earnings*, ABS Cat. No. 6302.0.

EMPLOYMENT

The rate of unemployment in the Territory for both men and women remains consistently lower than that nationally. In 1998, the average unemployment rate for women in the Territory was 3.7%, compared with the national rate of 8.0% for women (Figure 2.16).

Figure 2.16

UNEMPLOYMENT RATES



Source: *Labour Force*, ABS Cat. No. 6202.0.

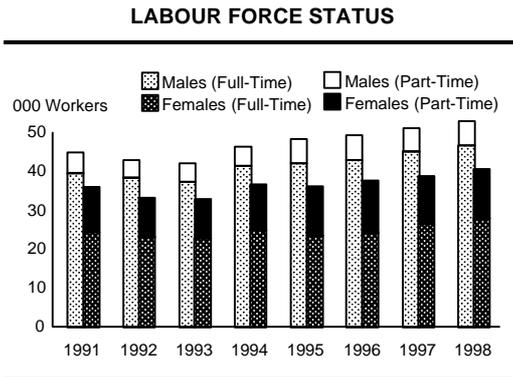
The rate of unemployment for Territory women is low and it has been the least affected by the highs and lows in the business cycle.

Women account for a considerable component of the Territory workforce. The participation rate of women in the Territory in December 1998 was 66.5%, which is much higher than the national figure of 54.5%.

During the course of 1998, the number of women in part-time employment in the Territory increased from a yearly average of 12 400 to 12 600 employees, an increase of 1.6%, which represents 30.1% of the total Territory female workforce. At the same time, the average number of women in full-time

employment rose from 26 400 employees to 28 100, an increase of 6.4%, such that 69.9% of the total Territory female workforce was in full-time employment in 1998 (Figure 2.17).

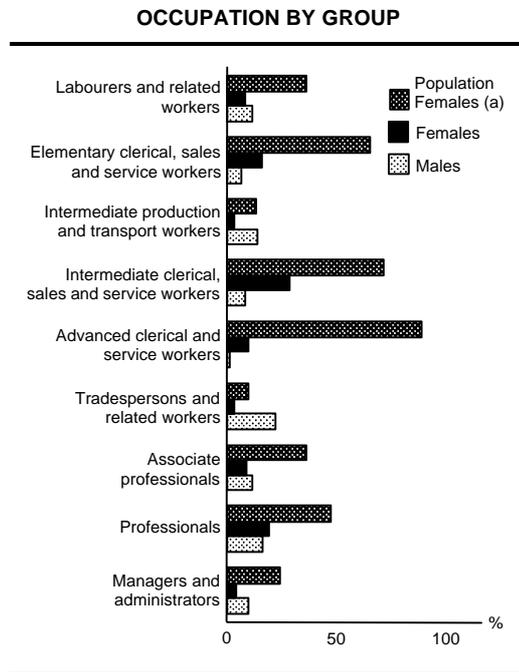
Figure 2.17



Source: Labour Force, ABS Cat. No. 6203.0.

The predominant occupations for females nationally remain in the professional, intermediate and elementary clerical, sales and service workers categories, which represent 63.1% of total female employees (Figure 2.18).

Figure 2.18



(a) In each occupation group

Source: Australian Social Trends, 1998, Cat. No. 4102.0.

Employment rates continue to increase for both men and women in the Territory, as has been the case for the last five years. Nationally women employed part-time increased 2.0% and women employed on a full-time basis increased 2.6%.

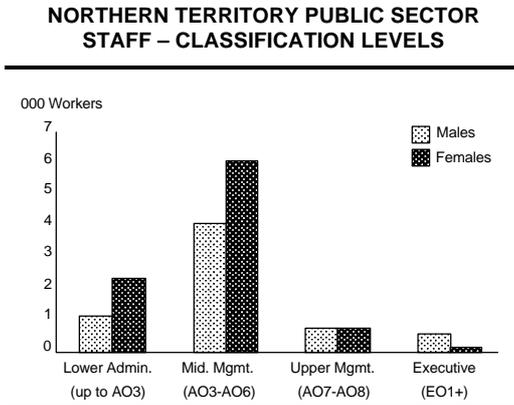
PUBLIC SECTOR EMPLOYMENT

The proportion of public sector employees who are women has increased by 6% to 59% since *Women In The Budget* was first published seven years ago in 1993-94.

There is also a greater proportion of women occupying the middle management levels (64.5%) and a smaller proportion in the lower administrative ranks (25%) than reported in the first *Women In The Budget* (Figure 2.19). The

comparative figures in 1993-94 were approximately 55% and 36% respectively. In upper management there is an equal number of women and men. One quarter of public sector executives are women.

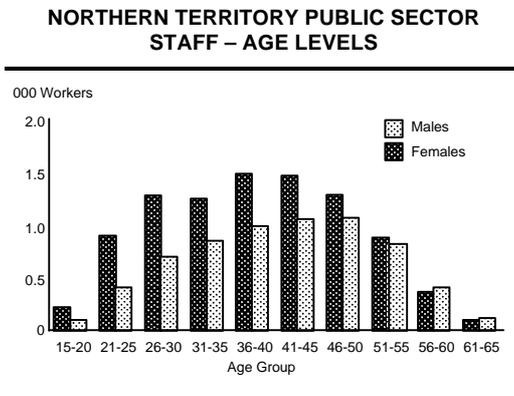
Figure 2.19



Source: Northern Territory Treasury.

As at June 1998, the division of Northern Territory Public Sector (NTPS) staffing by age and gender shows that women are concentrated in the middle and lower age groups (Figure 2.20).

Figure 2.20

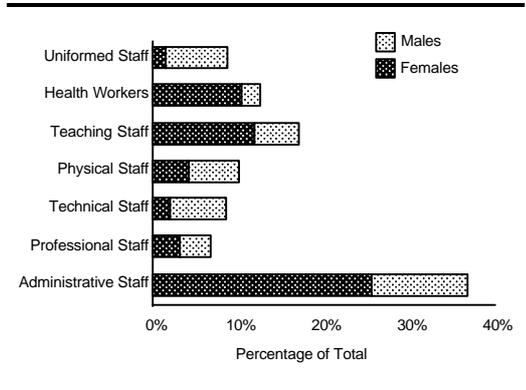


Source: Office Of Commissioner For Public Employment, Annual Report 1997/98.

Within the NTPS women remain concentrated in the teaching, health and administrative streams (Figure 2.21).

Figure 2.21

NORTHERN TERRITORY PUBLIC SECTOR STAFF - CATEGORIES



Source: Office Of Commissioner For Public Employment, Annual Report 1997/98.

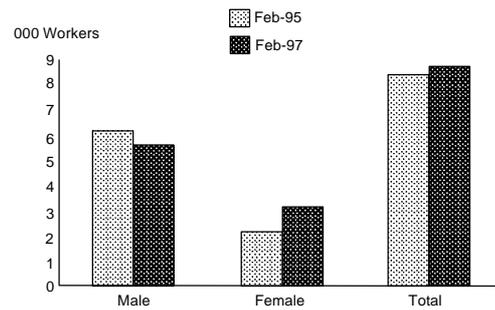
SMALL BUSINESS

From February 1995 to February 1997 the total number of small business operators in the Territory increased by 400 to 8 800, an increase of 4.8%. The number of female

small business operators increased from 2 200 to 3 200, a 45.5% increase. Nationally the number of female small business operators increased by 9.0%, with the total number of small business operators increasing by 4.8% over the same time period (Figure 2.22).

Figure 2.22

SMALL BUSINESS OPERATORS NORTHERN TERRITORY



Source: *Small Business In Australia 1997*, ABS Cat. No. 1321.0.

Chapter 3

**AGENCIES WITH GENDER SPECIFIC
PROGRAMS**

DEPARTMENT OF THE CHIEF MINISTER

The Department of the Chief Minister aims to maximise the potential of the Northern Territory by assisting the Government through the Executive Council, the Chief Minister and Cabinet.

OFFICE OF WOMEN'S POLICY

The Office of Women's Policy's primary role is to advance the status of women in the Territory. The Office initiates, oversees and coordinates whole of government responses to policy priorities for women. In so doing the Office recognises the diversity in Territory women.

The two main program areas of the Office are:

- advancing women, that is to work towards enhancing women's status in society and women's economic security and independence; and
- the elimination of violence against women, that is to raise community awareness about domestic violence, and work towards reducing the incidence of domestic violence and towards the elimination of violence against women in the Territory.

The Office has aligned its program areas to the Northern Territory Government's *Looking Ahead: Plan of Action for Women in the Northern Territory to the Year 2000* (the Plan). Published in 1994, the Plan sets out a six-year blueprint for action by Government Agencies, leading up to the year 2000. The 1999-00 *Women in the Budget* paper is therefore the final report that will be given against the four reform areas identified in the Plan: *women's status in society; women's economic security and*

independence; the elimination of violence against women; and the health and well-being of Territory women. Reporting is against specific objectives in the plan.

Expenditure in 1998-99 is estimated at \$1 359 000, with a budget of \$1 542 000 in 1999-00. Within the 1997-98 allocation, \$265 900 was included from Territory Health Services' Living With Alcohol Program towards the Government's Domestic Violence Strategy. In 1998-99 the allocation included \$250 000 from Territory Health Services' Living With Alcohol Program and \$247 445 from the Commonwealth under *Partnerships Against Domestic Violence* agreements.

WOMEN'S STATUS IN SOCIETY

The Plan identifies a need for women to be included in decision making at all levels of society and to target particular activities of Government to ensure women take up more opportunities to participate in the development of policy and in decision making.

To ensure services and programs are appropriate to women's needs with the Office monitoring the impact of general programs and services to women through Women in the Budget.

- Monitored and analysed Agency programs and activities with reports produced each year for the *Women in the Budget* paper.
- Produced and widely distributed a factsheet titled *Statistical Snapshot of Women in the Northern Territory*, from

information in *Women in the Budget*, to make information more accessible.

- Arranged a full day's program for a delegation of four women members from the Provincial Level People's Representative Council (DPRD) in the Province of East Nusa Tenggara.

To increase women's participation in decision making and the number of women in key decision making roles, with the Office reporting on the gender balance of advisory and consultative boards and committees in the Annual Report of the Department of the Chief Minister.

- Published statistics reflecting the gender balance of boards and committees in the *Department of the Chief Minister Annual Report* each year since 1995. As at June 1998, 25.3% of appointed members were women, an increase of 1.8% from the previous year. This contrasts with the 19.9% reported in June 1995 and shows an increase of 5.4% over this time.
- Produced and published a paper, and presented information at a public forum, on a survey undertaken in the Northern Territory Public Sector (NTPS) to compare and contrast the mentoring experiences of women and men, and relate these experiences to promotion and decision making.

To ensure women have an effective voice in society and that their views are taken into account in Government decision making, with the Office continuing to upgrade the Women's Register on an annual basis and promote the Register to make it more accessible to both women and agencies.

- Worked with Chief Executive Officers to strengthen routine reporting and monitoring links to Cabinet Office on the membership of statutory authorities, boards and committees, with the intention of immediately

increasing the number of suitably qualified and experienced women to these bodies.

- Continued to upgrade, expand and promote the Women's Register to individual women, women's groups, and Government Agencies within the Territory and also provided information on Territory women for consideration regarding appointment to boards and committees at a national level.
- Continued to administer the recruitment process, on behalf of the Chief Minister, for the Women's Advisory Council.

To increase women's access to information and services with the Office monitoring the accessibility of Government programs and services to women.

- Expanded the Office's Occasional Paper series to include sixteen new publications during 1989-99, bringing the total to thirty-three papers.
- Produced and published four new editions of newsletters in 1998-99, bringing the total number of newsletters to seven, and distributed over 6 000 copies to provide women with information about the broad program areas and activities of the Office. Additionally provided, during 1989-99, sixteen articles and information on Office program areas for inclusion in other publications.
- Produced and distributed six information packages and kits during 1998-99 bringing the total number of kits produced between 1994 and 1999 to eleven.
- Finalised the Office web site, and published and distributed over 450 copies of a Territory plain-English

edition of a *How to Use the Internet* booklet.

- Distributed information from the first Territory report comparing Territory and Australia-wide findings on women's use of computers compared to those of men, to Territory women's organisations, all Government Agency Chief Executive Officers, and other officers with a responsibility for planning information technology services.
- Represented the Territory on peak groups and presented papers on the role of the Office and the Territory Government's Domestic Violence Strategy.

To develop public awareness of the contributions of women ... to the Territory's life.

Administered two major projects that formally recognised the significant contribution of women:

- The Chief Minister presented the *Chief Minister's Women's Achievement Award* to a total of sixteen Territory women, at special events in Alice Springs and Darwin on 8 March 1999. This program, introduced in 1998 to celebrate International Women's Day, has received a high level of support from women in every region. The number of women nominated is high, and recipients' contributions have been noted as impressive and varied. It is awarded to women who have made a major contribution, over a significant period of time, to their neighbourhood, region or the Territory as a whole.
- In November 1998, at a major event that also celebrated a decade of Fellowship, the Chief Minister presented the *Northern Territory Government Women's Fellowship*,

which provides up to \$15 000 each year to a woman or women able to advance the aims of the Plan. The Office commissioned a commemorative poster and postcard, and produced a special edition newsletter and information sheets on all the Northern Territory Women's Fellowship recipients from 1988 to 1998, to celebrate this event, record the impact that receiving the Fellowship has made on recipients, and to note the benefits it has brought the Territory. Nearly 800 Women's Fellowship Kits were distributed, as well as made available for displays and at events.

- The Office sponsored the Northern Territory University 1999 *Office of Women's Policy Prize in Feminist Theory and the Law* for the two top women students in this subject.

ECONOMIC SECURITY AND INDEPENDENCE

The Plan identifies that economic independence for women is a critical issue and that the Office is required:

To ensure women are not financially disadvantaged and are well informed on financial matters by working in conjunction with the Office of Consumer Affairs and Fair Trading, the Department of Industries and Business, and the Office of the Commissioner for Public Employment to develop a financial planning kit for women.

- Developed and released a Financial Planning Kit for Women with over 750 Kits widely circulated throughout the Territory. The Kit includes contributions from the Office of Consumer Affairs and Fair Trading, the Women's Advisory Council and the Department of Industries and Business.

- Initiated, negotiated and arranged for the Australian Stock Exchange, as co-sponsor, to present seminars on investing in the stock exchange with an emphasis on the information and investment interests of women. This was the first time the Australian Stock Exchange had presented seminars in the Territory. Nearly 400 participants attended in Alice Springs and Darwin. The Darwin Seminar was opened by the Chief Minister. Evidence of the impact of the Financial Independence Program is demonstrated through an approach from Westpac Bank for endorsement of its *Women in Business Strategy*, when the bank planned introducing this strategy to the Territory for the first time in 1999.
- Arranged telephone and face-to-face interviews with key Agency staff and Aboriginal women on financial topics such as credit and micro-credit schemes, and reported on ventures and initiatives undertaken by the Office of Aboriginal Development and private enterprise, in partnership with Indigenous groups and individuals, in the publication *Women's Wealth*.
- Arranged for Associate Professor Rhonda Sharp, from the University of South Australia, to speak on *Women and Economic Policies* at an open forum in Darwin. Over sixty participants attended and the Office published and distributed her presentation as part of its Occasional Paper series.

ELIMINATION OF VIOLENCE AGAINST WOMEN

The Plan identifies that domestic and sexual violence are serious problems, that the Territory Government is committed to reducing the incidence of violence against women and that comprehensive and coordinated domestic violence initiatives have been put in place as part of a five year plan.

To continue to develop, implement, evaluate and coordinate a comprehensive response to violence against women through the Government's Domestic Violence Strategy.

The Office is responsible for managing, monitoring, and reporting on the coordinated five year Domestic Violence Strategy. Additionally it is responsible for key program areas that include data collection and community education. In this capacity the Office has:

- successfully gained Cabinet endorsement:
 - to extend funding under the Domestic Violence Strategy for the next financial year to enable core programs and staff to remain in place while a major independent outcome evaluation of the Strategy is initiated. The five-year Strategy, announced in 1994, was initially put in place until June 1999; and
 - to call for expressions of interest for the establishment of a supported crisis and medium term family service at Palmerston.
- published and widely circulated regular Status Reports detailing progress against each of the action strategies set down by Cabinet in 1994 and tabled in Parliament in November 1998;

- chaired, convened, and managed the business of the peak Domestic Violence Coordinating Committee (DVCC) and the Inter-departmental Committee meetings to coordinate and progress Agency responsibilities under the Strategy. Additionally, convened and chaired four Open Forums and four Indigenous Open Forums in Territory regions in 1998-99, to provide information on the Strategy and interact with key individuals and organisations in each region;
- established and convened the inaugural meeting of the DVCC Indigenous Family Violence Reference Group, bringing the number of working groups under the DVCC to four;
- expanded the information available in the Territory, during the year, by researching, producing and targeting distribution of:
 - nine new occasional papers, seven new factsheets, and two newsletter editions specific to domestic and sexual violence, to provide information on children, youth, court-mandated offender programs, and community education programs; and
 - five new kits, each containing specialised information. In particular, the *Taking the right steps to make it...STOP Domestic Violence and the Law Information Kit* was produced in collaboration with the Northern Territory Law Society, Domestic Violence Legal Help, the Attorney-General's Department, the Office of the Director of Public Prosecutions, and Northern Territory Police. The Chief Minister sent a letter commending the initiative, with a kit, to over 400 legal practitioners across the Territory. Other Kits were: the *Be cool....not cruel* Captain Harley Information Package for young people; the *Be cool....not cruel* Information Package for Adults; a second *It's got to stop... Domestic Violence Kit*, and the *Sexual Assault Information Kit*;
- sponsored a reprint, and distributed over 500 copies of the Ruby Gaea House Centre Against Rape publication *the facts - for rape survivors*;
- launched a second *It's got to stop...* community education program, in October 1998, which comprised four new television advertisements, radio and print advertisements, posters, stickers, a new contact card, and a set of Territory postcards. Nearly 500 *It's got to stop... Domestic Violence Information Kits* have been distributed since the launch. Additionally nearly 1 500 copies of the campaign edition of the newsletter, *Issue No 5*, have been distributed;
- researched, designed and launched the *Be cool....not cruel* community education program for young Territorians as a best practice model on behalf of the nation. The Territory received Commonwealth funding for this program, as a result of agreements reached at the 1997 Heads of Government Domestic Violence Summit. Additional Commonwealth top-up funding was made available, as a result of the campaign's immediate and outstanding success;

- provided funding for Crisis Line to introduce a new 24 hour toll-free telephone counselling service, *Crisis Chat Line*, in association with the launch of the *Be cool....not cruel* campaign so that information and support was available to children and parents, if required. Also provided the funding associated with the design and documentation of a specialist training package for *Crisis Chat Line* staff, and arranged delivery of this package by specialised trainers, to ensure that counsellors had an enhanced understanding of child centred practice within the context of violence in the family;
- managed the Domestic Violence Data Collection Project. This involved tracking and monitoring the data collection process, ensuring that data was entered correctly, analysing data, and producing, publishing and widely disseminating a third report on the Territory-wide project, covering the period from July 1997 to June 1998. All three reports to date provide data on what is still the only jurisdiction-wide data collection project in Australia. Additionally the Office has prepared and distributed fact sheets summarising the key findings from each report;
- researched, developed and documented a court-mandated domestic violence offender program and won Commonwealth funding to pilot the program as a best practice model on behalf of the nation. Unique program features include input and design of session content and resources by Indigenous Territorians and support sessions for survivors and children exposed to violence within the family;
- represented the Territory on the:
 - Australian Violence Prevention Award Committee from 1997, and provided project sponsorship for two of the programs that won 1998 awards; and
 - National *Partnerships Against Domestic Violence* Task Force convened to monitor agreements reach by all Heads of Government at the 1997 National Domestic Violence Summit.
- worked with the Office of Ethnic Affairs to research, design and implement the *Northern Territory Government Domestic Violence Community Education Program for Women from non-English Speaking Backgrounds* which received one of the prestigious 1998 Australian Violence Prevention Awards for improving access to domestic violence services and information for Territorians from diverse cultural and linguistic backgrounds.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

The Plan details a number of strategies in relation to women's health and well-being and locates responsibility for specific actions largely with Territory Health Services, but also with the Office of Consumer Affairs and Fair Trading, the Anti-Discrimination Commission and the Department of Housing.

- The Office has contributed in 1998-99, by administering the \$15 000 Northern Territory Government Women's Fellowship. This was presented by the Chief Minister, in 1998, for a project that will develop principles for best practice to promote the early identification and appropriate support for women with postnatal distress including postnatal depression. The recipient, Ms Anja Tait, will make her findings available to professionals working in health and community services.

MAJOR PRIORITIES FOR 1999-00

The Office of Women's Policy has two major project priorities. These will involve:

- planning, initiating and managing a major independent outcome evaluation of the Territory Government Domestic Violence Strategy. This will be designed to review the processes and outcomes achieved to date under the Strategy, and identify possible future directions for Government to consider; and
- planning and implementing, as a result of an announcement by the Chief Minister, a wide and consultative process to assist Government determine Territory women's priorities for the Year 2000. The Office will produce, as a result, proposed new strategic directions for Government to consider.

WOMEN'S ADVISORY COUNCIL

The Women's Advisory Council (WAC) will have held a total of four meetings in 1998-99: one in Darwin; one in Katherine; and one in Alice Springs; with a fourth meeting to be held in Palmerston in May 1999. At each of its meetings, and in addition to the business of each, Council

members heard from a variety of guest speakers on topics relevant to women, including the *Woman of Note* series. Each *Woman of Note* address is followed with a profile in the WAC newsletter. As part of meeting programs, members also visited a number of different local organisations such as women's shelters to talk to individuals about the issues of concern in their community. Key issues raised included: women's representation in Government, access to facilities services and technology particularly for women living in remote areas, and education programs in the Territory.

WOMEN'S STATUS IN SOCIETY

1998-99 ACHIEVEMENTS

To facilitate women's involvement in decision making, WAC has;

- regularly provided advice to the Chief Minister and Government on issues of interest and concern to women;
- initiated regional consultations and forums with local women in Alice Springs, Tennant Creek, Newcastle Waters, Katherine, Nhulunbuy, Brunette Downs and Darwin;
- arranged the 8th Alicia Johnson Memorial Lecture, delivered by Professor Cheryl Saunders, and titled *Constitutions and People in Darwin and Alice Springs*;
- organised arts events across the Territory to celebrate International Women's Day. The objectives were to support and encourage women artists in all mediums, particularly new and emerging artists;
- sponsored a renowned South Australian women's theatre group to

travel to the Territory and perform in Darwin, Casuarina, Palmerston, Nhulunbuy and Yirrkala. Over 400 women enjoyed *Titbits*, a short musical play which dealt with the sometimes difficult subject of breast cancer;

- through its Women and Politics Reference Groups, arranged forums on leadership and presentation skills in Darwin and Alice Springs in 1998, following the success of forums on dealing with the media earlier that year;
- published and distributed four editions of the WAC newsletter, with a circulation of 1 800 of each edition, throughout the Territory;
- designed and launched the WAC web site with information about the Council, links to other relevant sites, and a feedback page;
- through individual Council members, continued to participate in and contribute to a number of committees and boards such as the Business Women's Consultative Council and the Cancer Prevention Advisory Committee;
- assisted in facilitating a public forum to contribute to the Human Rights and Equal Opportunity Commission *Pregnancy and Work Inquiry*; and
- presented a display at the Royal Darwin Show, where members dealt with over 100 queries about the Council, its activities and publications.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

To promote women's economic security and independence, WAC has:

- published and distributed over 1 300 copies of a booklet for women entitled *Superannuation - What Women Need To Know*. This booklet aims to increase awareness about superannuation and encourage women to take responsibility for their own superannuation. It provides straightforward explanations of the important superannuation issues for women and suggestions for obtaining further information;
- arranged to have pamphlets on women and superannuation translated into a number of languages for distribution throughout the Territory. Six community languages have been chosen and a variety of Agencies approached to assist in accessing women from different backgrounds throughout the Territory; and
- proceeded with work to develop pictorial information for Aboriginal women and women from non-English speaking backgrounds, particularly in remote areas, about managing household finances.

ELIMINATION OF VIOLENCE AGAINST WOMEN

Formal complaints have been lodged by WAC with the Advertising Standards Board regarding advertisements considered by members to be offensive and derogatory for women. Information was also provided to women who contacted the Council wishing to lodge their own complaints.

**HEALTH AND WELL-BEING OF
TERRITORY WOMEN**

To promote the health and well-being of Territory women, WAC has:

- begun developing a survey, for the International Year of the Older Persons, to determine the retirement intentions of senior Territorians. The aim of the survey is to provide information to Government to assist in planning services and facilities which would encourage seniors to remain and retire in the Territory. Reporting and analysis of the survey results will include categories specific to older women in the Territory and will identify areas of particular concern to senior women;
 - contributed to a range of activities in the International Year of the Older Persons to recognise and celebrate the contributions of senior women in the development of the Territory; and
 - contributed to the review of Territory Health Services' *Women's Health Policy*.
- MAJOR PRIORITIES FOR 1999-00
- The proposed work program for 1999-00 will be further discussed at the August 1999 Council meeting following the appointment a number of new members. Priority areas for WAC attention are likely to include:
- finalising, distributing, and analysing the results of a survey to determine the retirement intentions of older people in the Territory to assist in planning services and facilities for senior Territorians with a focus on issues affecting senior women;
- publishing a booklet entitled *Women and Work* to provide information for working women on their rights and responsibilities in the workplace;
 - facilitating arts events to celebrate International Women's Day in the Year 2000 to encourage new and emerging women artists in all fields;
 - presenting the WAC Annual Lecture, in Alice Springs and Darwin, with a focus on International Year of the Older Persons;
 - organising the ongoing Women and Politics forum series in Darwin and Alice Springs. Forums will be based on areas identified as important by participants such as women in decision making, financial information and presentation skills;
 - participating in the Show circuit throughout the Territory to meet and talk with women from different areas about concerns and interests particular to them and their community;
 - encouraging women to become more involved in decision making areas, including all tiers of government. This is considered particularly important for the Local Government elections in May 2000; and
 - ongoing consultations with women in regional and remote areas.
- Expenditure in 1998-99 is estimated to be \$240 000, with a budget of \$240 000 in 1999-00. It should be noted that additional support is provided by the Department of the Chief Minister every year to an estimated value of \$20 000, for example for rent and equipment.

OFFICE OF YOUTH AFFAIRS

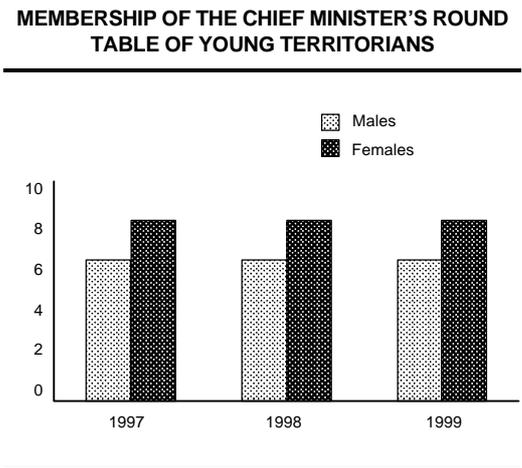
The Office of Youth Affairs, established in September 1996, directs its activities at young people aged from twelve to twenty-five. Achievements for 1998-99 are presented within the Plan of Action.

WOMEN'S STATUS IN SOCIETY

Chief Minister's Round Table of Young Territorians

The Office is responsible for ensuring effective communication mechanisms between young people, Government and the wider community. A principle initiative in this area was the establishment of the Chief Minister's Round Table of Territorians in 1997. The Round Table consists of sixteen young people from a variety of geographic, social, cultural and educational backgrounds. Young women have continued to show a proportionally higher interest, than young men, in being part of the Round Table.

Figure 3.1



Linked to Round Table meetings are a series of Regional Youth Forums which are conducted in the major regional centres of Alice Springs, Tennant Creek, Katherine and Darwin. Young women have generally attended these forums in greater numbers to young men.

Youth Celebration and Recognition of Achievement

The Office has continued to support awards such as the Young Achiever of the Year and Young Australian of the Year which recognise and reward outstanding achievement by young people.

The Office has also continued as the major sponsor of the *Office of Youth Affairs/Australia Day Council Student Citizenship Awards* in 1998-99. Approximately 70% of the 109 Awards presented in 1999 were to young women who had been selected by their schools.

ECONOMIC SECURITY AND INDEPENDENCE

The Office has:

- produced a scholarship guide to assist young people to access higher education;
- launched a Youth Development Grants Program in March 1999, that will provide grants to young people to assist them to participate in personal and community development programs; and
- developed a concertina-style Z-card to promote Government programs and services to young people.

ELIMINATION OF VIOLENCE AGAINST WOMEN

The Office has represented the interests of young people on the Domestic Violence Coordinating Committee and facilitated, chaired and reported on meetings of its Children, Youth and Domestic Violence Working Group.

The Office has recognised the importance of programs designed to eliminate violence against women in the following ways:

- members of the Round Table of Young Territorians recognised the importance of the elimination of violence against women by identifying domestic violence as a particular area of interest for 1998, and continued this focus in 1999 with the formation of a Health and Safety Working Group; and
- provided a Drug and Alcohol Free Entertainment grant to the YWCA for a *Party for Peace* in December 1998. In addition, a grant was provided to Anglicare as part of the Youth Development Grants Program to allow a young woman to attend an interstate Domestic Violence conference.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

A Drug and Alcohol Free Entertainment Grants program was launched for young Territorians in March 1999. Under the program the Office provided a pilot grant to the YWCA for activities involving young women.

The Office prepared the *Northern Territory Youth Policy* in consultation with other Government Agencies. This Policy, tabled

in Parliament in November 1998, contains a number of commitments for Government. The Office will actively ensure that the views of young women are represented through a number of mechanisms including the Round Table of Young Territorians. Strategies within the Youth Policy include:

- development of a Youth Suicide Prevention Strategy;
- development of a coordinated approach to inhalant substance abuse including petrol sniffing; and
- development of appropriate responses to sexual health issues in rural and remote areas. This commitment evolved from the concerns of young women in regional areas over the perceived high level of teenage pregnancies and the lack of support and counselling available to young people. The Office will manage this process in collaboration with Territory Health Services.

MAJOR PRIORITIES FOR 1999-00

The Office of Youth Affairs will ensure that all activities consider and integrate the priorities of young women. The Office will:

- organise and manage the second Northern Territory Youth Festival to be held in August 1999. This Festival will provide an opportunity to celebrate the diversity of young people throughout the Territory;
- undertake work to increase the representation of all young people on boards and committees;

- continue to support a range of Awards and encourage young women to nominate or be nominated;
- review and expand the scholarship guide to increase the access for all young people to higher education;
- review and update the *Z-card* to promote Government programs and services to young people; and
- provide financial support to young people through a Youth Grants program.

Expenditure:	1998-99	\$632 000
	1999-00	\$645 000

OFFICE OF ETHNIC AFFAIRS

The Office of Ethnic Affairs is fully committed to improving access of people from diverse cultural and linguistic backgrounds to services and information which enhance their equal participation in the social, cultural and economic development of the Territory.

It is responsible for the NT Interpreter and Translator Service and the Overseas Qualifications Unit (OQU).

WOMEN'S STATUS IN SOCIETY

The Office of Ethnic Affairs:

- completed translations, through the NT Interpreter and Translator Service, of information for general public distribution. Some of this information, for example on breast screening, specifically targeted women. Over 70% of clients who required interpreting services were women;

- assisted the Government and community-based agencies in determining the linguistic and cultural appropriateness of their information material on a range of issues vital to women;
- encouraged bilingual or multilingual women to register and train as interpreters or translators. Of the 135 registered interpreters and translators, ninety-nine are women;
- continued to make available the Interpreter Card, introduced in 1997, to benefit many women living in the Territory who are not fluent in English;
- provided advice to the Minister on matters relating to women's issues, especially those concerning women from diverse cultural and linguistic backgrounds. Also provided input into national policies and inquiries on women's issues;
- represented the interests of women from diverse cultural and linguistic backgrounds on committees, such as the Torture and Trauma Survivors Service Committee, the Police Ethnic Advisory Group, and the NESB Women's Reference Group;
- played a major part in the annual review of the *Northern Territory Integrated Settlement Plan*. This was undertaken in consultation with Commonwealth and Territory Government Agencies, Local Government and ethnic communities. The review ensured that the settlement needs of newly-arrived women in the Territory were addressed;

- provided awareness programs to Government and non-government agencies on language and cultural issues, especially for those working with women from diverse cultural and linguistic backgrounds; and
- managed the Ethnic Affairs Sponsorship Program, which aims to assist ethnic communities through the provision of funding for innovative projects that promote positive and harmonious relations, and encouraged ethnic and multicultural organisations to undertake projects that specifically benefited women and girls in their communities. Sponsorship funding was given to various groups so that women and children were able to participate in worthwhile activities relevant to their needs.
- represented the interests of, and assisted to ensure that the peak Domestic Violence Coordinating Committee had appropriate advice on, the priorities and needs of women from diverse cultural and linguistic backgrounds in relation to domestic and family violence;
- received a prestigious 1998 Australian Violence Prevention Award for assistance and support provided to the *Northern Territory Government Domestic Violence Community Education Program for Women from Non-English Speaking Backgrounds*. This program was developed in cooperation with the Office of Women's Policy; and
- provided specialised training to Crisis Line counsellors to assist and enhance their skills in responding to calls from women from culturally and linguistically diverse backgrounds.

**ELIMINATION OF VIOLENCE AGAINST
WOMEN**

The Office of Ethnic Affairs:

Total Expenditure \$1 057 000 including grants program.

OFFICE OF THE COMMISSIONER FOR PUBLIC EMPLOYMENT

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Northern Territory Government is the single largest employer in the Territory. The Commissioner for Public Employment is responsible for the policy aspects of recruitment, promotion, mobility, discipline, redeployment and retirement, and for the policy development and the monitoring of equal employment opportunity within the public sector. The Office of the Commissioner for Public Employment also manages a range of development programs across the public sector.

Women make up 59% of the Northern Territory Public Sector (NTPS) and the work of the Office of the Commissioner for Public Employment is directly concerned with women's economic independence.

PUBLIC SECTOR EMPLOYMENT AND MANAGEMENT ACT

Section 24(j) of the *Public Sector Employment and Management Act* requires all Chief Executive Officers to devise and implement equal opportunity management programs for their Agency and section 28(2)(f) requires them to report on programs and initiatives designed to ensure that employees have equal employment opportunities. Equal Opportunity Management Plans (EOMP's) specifically target traditionally disadvantaged groups such as women, Aboriginal and Torres Strait Islanders, people of non-English speaking

backgrounds, young people and people with disabilities.

Thirty Agencies (90%) have developed and implemented EOMP specific to their Agency. Many Agencies have moved beyond traditional Equal Employment Opportunity (EEO) measures to implement Workplace Diversity Programs as an intrinsic component of their strategic framework, and diversity goals and targets are increasingly tied to business directions.

Although no specific budget is identified for women within Agency EOMP's, programs targeting women in these plans have a significant budgetary impact across the public sector.

PUBLIC SECTOR CONSULTATIVE COUNCIL WORKING PARTIES

The Public Sector Consultative Council has two working parties which examine issues directly related to women in the work force: the Work and Family Responsibilities Working Party and the Equal Opportunity (EO) Working Party. These working parties consist of joint management and union representation. In the last year the issues considered by the Work and Family Responsibilities Working Party have focussed on the availability of child care and access to home based work, both of which at this stage, have been of more interest to women in the public sector. To that end, the Work and Family Responsibilities Working Party has written a set of guidelines, to be finalised in 1999, to provide Agencies

across the sector with the key requirements for the successful implementation of home-based work.

Issues raised by the EO Working Party in 1998 related to the identification and data collection of EEO groups through the NTPS Personnel system. The working party also highlighted to the Consultative Council the need to consider possible adverse effects on EEO groups in the restructuring of the public sector. During the review of legislation undertaken by this Office in 1998, the EO Working Party provided valuable input to the rewriting of *Employment Instruction Number 11*.

Figure 3.2

PUBLIC SECTOR CONSULTATIVE COUNCIL WORKING PARTIES		
Estimated Expenditure	1998-99	1999-00
	\$	\$
	30 000	31 200

EXECUTIVE DEVELOPMENT PROGRAM

The Executive Development Program (EDP) is a formal two-year learning program with an objective to enhance the performance of senior officers who have been identified as having significant leadership capabilities.

The third Executive Development Program commenced in July 1998 and concludes in May 2000. Of the twenty-four current participants, nine (38%) are women.

Figure 3.3

EXECUTIVE DEVELOPMENT PROGRAM		
Estimated Expenditure	1998-99	1999-00
	\$	\$
Total Participants	237 000	53 000
Women Participants	90 00	20 000

PUBLIC SECTOR MANAGEMENT COURSE

The Public Sector Management Course is a joint venture project between the Commonwealth, States and Territories. Two programs are run in Darwin each year and one in Alice Springs every second year. The course, which targets middle managers, is run over a period of one year and combines residential, block learning, assignments and work based projects. The course is accredited by the Flinders University and University of Western Sydney as a Graduate Certificate in Public Sector Management. Of the fifty participants currently in this program, 39% are women.

Figure 3.4

PUBLIC SECTOR MANAGEMENT COURSE		
Estimated Expenditure	1998-99	1999-00
	\$	\$
Total Participants	242 000	232 000
Women Participants	94 000	90 000

MENTORING PROGRAMS

This Office initiated a range of opportunities for employees to participate in mentoring programs in 1998. These programs were designed to raise awareness of the value of mentoring in successful career management.

A series of breakfast seminars and workshops conducted in Darwin, Alice Springs, Tennant Creek and Gove attracted a total of 482 participants of whom 272 (56%) were women.

The total expenditure for these seminars and workshops in 1998-99 was \$19 391, of which \$11 052 was for women participants.

“Making A Difference” is a program developed in response to the need expressed by Aboriginal and Torres

Strait Islander employees to have an effective means for supporting other indigenous staff, promoting organisational learning and fostering an environment in which indigenous employees are able to positively contribute to their organisation and their own career development. Of the sixty-one participants in this program in 1998, forty-nine (80%) were women.

Figure 3.5

MAKING A DIFFERENCE	
Estimated Expenditure *	1998-99
	\$
Total Participants	9 000
Women Participants	7 000

* Budget for this program is included in the 1999-00 total allocation for Career Planning

CAREER PLANNING

Career Planning Workshops were conducted over the last five years with some 500 employees of various levels participating over the period. The expenditure for 1998-99 was \$114 000, with women participants accounting for \$86 000.

A review of the program was undertaken in 1998 which demonstrated that the workshops should only form part of a sector-wide coordinated career development strategy. This strategy is currently being developed by the Human Resource Development Unit, with the intention to tender workshops to external providers on a cost recovery basis.

“It’s Your Move” is a career development program aimed at employees at the middle management level to maximise their career opportunities.

Four programs were conducted in 1998 and a further program is scheduled for June 1999. Thirty of the fifty-two participants (58%) in this program in 1998 were women.

Figure 3.6

IT'S YOUR MOVE	
Estimated Expenditure	1998-99
	\$
Total Participants	9 591
Women Participants	5 562

Budget allocation for Career Planning in 1999-00 is \$84 000, of which 56% (\$47 040) will be attributable to women participants.

1998-99 ACHIEVEMENTS

Management Skills for Women

Management Skills for Women (MSFW) is an action learning program targeted at women with responsibilities for staff, resources and/or project management. Its primary objective is to give women the skills and insights to make them more eligible for promotion, particularly to senior management positions.

Figure 3.7

MANAGEMENT SKILLS FOR WOMEN		
	1998-99	1999-00
Total Participants on MSFW	65	35
Total Expenditure	\$122 000	\$102 000
Total participants on Recall	54	80
Total Expenditure	\$8 000	\$12 000

New Opportunities for Women and More Opportunities for Regional Employees

These two-day programs provide participants with an understanding of what they can do to improve their work area and their work satisfaction. Each program provides some frameworks for participants to use in considering how they can get the best out of their current workplace and set about improving their own and others’ work performance.

Figure 3.8

NEW OPPORTUNITIES FOR WOMEN		
	1998-99	1999-00
Participants	29	25
Expenditure	\$10 000	\$102 000

The New Opportunities for Women Program targets women only. The More Opportunities for Regional Employees targets employees in regional areas and is open to men and women.

Figure 3.9

MORE OPPORTUNITIES FOR REGIONAL EMPLOYEES		
	1998-99	1999-00
Participants	60	60
Expenditure	\$20 000	\$14 000
Women Participants	\$16 000	\$11 000

Investigation Officers Training Program

The Investigation Officers Training Program was designed to develop human resource competencies for dealing with issues related to workplace inability and breaches of discipline as defined in the *Public Sector Employment and Management Act*.

Participants in this course learn to recognise which issues potentially constitute breaches of discipline or inability, develop terms of reference for investigations, conduct investigations and report on the results of investigations.

Of the 120 participants in this program, sixty-two (52%) were women. 66% of enrolments for the advanced course are women.

Figure 3.10

INVESTIGATION OFFICERS TRAINING PROGRAM		
Estimated Expenditure	1998-99	1999-00
	\$	\$
Participants Standard Course	31 000	31 000
Women Participants Standard Course	90 00	20 000

An advanced course is programmed for March 1999. The total enrolments for this course is twelve, of which eight (60%) are women. The budget for this is \$3 000.

Aboriginal and Torres Strait Islander Cadetship Program

The NTPS Aboriginal and Torres Strait Islander cadetship program, an initiative under the Aboriginal Employment and Career Development Strategy, is an entry level program aimed at encouraging greater participation in the NTPS workforce by indigenous people. There are currently eleven women in the program, which represents 55% of the total number of cadets. The graduation and consequential employment of these cadets is likely to have a significant impact on female Aboriginal participation rates in the public sector, particularly in the professional levels. The program is jointly funded by the Commonwealth and the NTPS through a five-year agreement.

Figure 3.11

ABORIGINAL AND TORRES STRAIT ISLANDER CADETSHIP PROGRAM		
Estimated Expenditure *	1998-99	1999-00
	\$	\$
Total Participants	166 000	180 000
Women Participants	91 300	99 000

* Estimated expenditure across NTPS agencies.

Flexible Work Practices

To assist Agencies develop appropriate strategies for their workforce, several publications were produced and information sessions were held for Agency Human Resource specialists. A booklet entitled "*Flexible Work Practices*" and an Information Series have been widely distributed to employees throughout the sector. These initiatives were developed from needs identified by female employees to the Commissioner, which would allow them to have more flexibility in combining their work and family commitments.

Expenditure for these publications in 1998 was \$5 945.

Workforce Issues

Awareness raising for women in relation to workforce issues continues through the consultation processes of legislative review and the Enterprise Bargaining Agreement (EBA). In particular, changes to By-Law provisions arising from the EBA have effected more equitable arrangements for women on maternity leave returning to work and additional access to sick leave to care for family members. There is a reaffirmation in the EBA of the commitment to develop

arrangements which better cater for the need to combine work and family responsibilities. The outcomes of the EBA working parties on restrictive duty and study leave will be shaped by this commitment.

This Office continued in 1998 to provide advice and facilitate workshops in Agencies to raise awareness about sexual harassment in the workplace. Workforce issues relating to women were also raised and discussed with Agency representatives at the Human Resource Forum and through the sector-wide EO Network, both of which were convened on a quarterly basis during 1998.

FUTURE COMMITMENTS

Because the major role of this Office is concerned with employment, it is anticipated that the major commitments in the immediate future will be:

- addressing the continuing demand by women for flexible work practices;
- the effect on women of the changing workplace relations system; and
- ensuring equity for women through career development and training programs.

NORTHERN TERRITORY ATTORNEY-GENERAL'S DEPARTMENT

The Northern Territory Attorney-General's Department is responsible for providing:

- a legal service and legal policy advice to Government;
- opportunities for private, local law firms to undertake Government business; and
- community services to the public and Government through the Office of the Registrar-General and the Office of the Public Trustee for the Northern Territory.

WOMEN'S STATUS IN SOCIETY

LEGAL PROFESSION PARTICIPATION IN THE NORTHERN TERRITORY

As at February 1999, there was a total of 373 legal professionals registered with the Northern Territory Law Society to practice law. Of those, 133 (36%) constitute women.

During 1998-99, two of the four (50%) law graduates offered Articles of Clerkship by this Agency were women compared to five (60%) the previous year. All Clerks who completed their articles were successful in gaining admission as legal practitioners.

Five of the ten (50%) vacation law students offered work experience by this Agency during 1998-99 are women.

TRAINING AND STAFF DEVELOPMENT

The Agency devoted 1.1% of Personnel expenditure to training and staff development and 1 800 hours to structured

training. Of those 1 800 hours, female participation was 1 205 hours (67%).

During 1998-99, tertiary study was approved for six staff (50% women) compared to four staff (50% women) the previous year.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

EQUAL EMPLOYMENT OPPORTUNITY AND FLEXIBLE WORK ARRANGEMENTS

Although there were no equal opportunity complaints received during 1998-99, the target is to investigate complaints within seven working days.

No workplace harassment complaints were received during 1998-99. The Agency has two trained Workplace Contact Officers, one of each gender, available for consultation.

Flexible work arrangements are managed on a needs-basis at Branch level to accommodate work and family responsibilities. During 1998-99, part time employment for women increased to nine compared with seven the previous year.

PROSTITUTION AND BROTHEL REGULATION AND ESCORT AGENCY LICENSING

Women's economic security and independence, the elimination of violence, and health and well-being are issues of importance to sex industry workers globally. In this regard, the Territory

Government regulates prostitution, brothels and escort agency licensing in order to protect the rights of industry workers.

The Working Party on the Regulation of Brothels was established in August 1998. The objective of the Working Party is to develop options for Government concerning the possible legalisation of brothels in the Territory.

Advertisements have been placed in major centres seeking formal submissions from the public and community groups and inviting persons within the sex industry to meet with the Working Party.

As at 18 March 1999, there were thirteen grants and renewals of licences of Escort Agents in the Territory compared to four the previous year; and there were no inquiries or disciplinary action required by the Escort Agency Licensing Board compared to five the previous year.

ELIMINATION OF VIOLENCE AGAINST WOMEN

DOMESTIC VIOLENCE

This Agency, in conjunction with Northern Territory Police (Domestic Violence Unit and Prosecutions), Domestic Violence Legal Help and the Office of the Director of Public Prosecutions (Victim Support Unit), monitors the criminal justice system's response to domestic violence through the Domestic Violence Prosecutions Sub-Committee (DVPSC).

With the assistance of the DVPSC, the Agency conducts an ongoing review of the *Domestic Violence Act* to ensure its effectiveness in assisting victims of domestic violence and prosecuting offenders. The operation of the *Firearms Act*, which also involves domestic violence issues, is monitored by the Agency.

The Agency provides the core funding for the Domestic Violence Legal Help Service in Darwin and the Domestic Violence Service in Alice Springs. Funding for the 1998-99 financial year will total \$310 000 for the two services, of which Territory Health Services' Living with Alcohol Program will contribute \$125 000.

VICTIMS OF CRIME

The *Crime Victims Advisory Committee Act* establishes a Crime Victims Advisory Committee and regulates its membership, terms of office, functions and powers. Two of the eleven members of the Committee are women.

The Act assesses crime victims assistance applications, considers disentitling provisions and assesses the appropriate quantum of an award.

This Act was reviewed during 1997-98 to ensure that the focus of the current scheme is appropriate in assisting victims to recover from the effects of crime.

During 1998-99, a total of 203 victims of crime applied for assistance under this scheme, with 112 (55%) being women compared to 48% the previous year.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

BIRTHS, DEATHS AND MARRIAGES

During 1998-99 (as at 31 January 1999), there were 2 021 births (49% female infants) registered compared to 3 693 births the previous financial year; 520 deaths (38% female) compared to 902 the previous financial year; and 493 marriages compared to 765 the previous financial year.

Staff from the Office of the Registrar-General are available to assist women in hospital for the purpose of registration of births. During 1998-99 a total

of 510 women in Darwin and Alice Springs received assistance to register their babies. Staff also make home visits to new mothers who may have difficulty in completing registration requirements.

TERRITORY HEALTH SERVICES

The mission of Territory Health Services is to improve the health status and well-being of all people in the Northern Territory. The Agency achieves its objectives through five strategic directions: public health, primary level health, acute and specialist care, organisational support and community services.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

The purpose of the Women's Health Strategy Unit (WHSU) is to ensure that the health and well-being of women is addressed and promoted throughout the Territory through the delivery of sensitive, relevant and holistic services.

Objectives and strategies are developed through implementation of the *Territory Women's Health Policy*. A major Territory wide review of the Policy was initiated in 1998 and is in process. This has involved interaction with key Agencies and consultations in each region. It is anticipated that the new policy, and an accompanying implementation strategy, will be finalised during the next financial year. Major areas to emerge in the review include access to women's health services, the impact of lifestyle choices and life stage stresses on women's health, elimination of violence, and maternal health.

The expenditure for the review of the Women's Health Policy in 1998-99 is

estimated at \$79 000. No expenditure on policy development is anticipated beyond June 1999.

PUBLIC HEALTH OUTCOME FUNDING AGREEMENT 1997-98 TO 1998-99

The *Public Health Outcome Funding Agreement* between the Commonwealth and the Territory Government aims to increase national public health infrastructure and capacity.

Women's health expenditure for 1998-99 is estimated to be \$887 000. The Agreement expires in June 1999. However, it is expected to be renewed for a further three years. The allocation for 1999-00 is estimated at \$360 000.

ELIMINATION OF VIOLENCE AGAINST WOMEN

The Agency is working to support the Government Domestic Violence Strategy, and coordinates implementation of the Aboriginal Family Violence Strategy.

Funding has been provided through the Living With Alcohol Program in recognition of the correlation between alcohol and domestic and family violence in the Territory.

Funds were provided to a number of non-government organisations across the Territory for domestic violence counsellors, referral and advocacy workers with legal help services, and specialist support workers. Community development and training services have continued to

implement community based education and localised violence prevention strategies.

Elimination of Family Violence

The WHSU employs a domestic violence project officer and a team of Aboriginal Family Violence (AFV) workers. The AFV workers facilitate community based responses to Aboriginal family violence in Katherine district, Nhulunbuy and Central Australia.

The WHSU has produced a series of portable story boards illustrating the Aboriginal Family Violence Strategy goals and options, depicting the cycle of family violence and the impact of family violence on victims. The story boards are used by AFV workers assisting communities to develop an understanding of, and responses to, family violence.

The Agency liaised closely with the Office of Women's Policy regarding the formation of the Domestic Violence Coordinating Committee Indigenous Family Violence Reference Group and is represented on the Reference Group. Agency staff have also attended and made presentations at Domestic Violence Open Forums and Aboriginal Family Violence Open Forums across the Territory.

Estimated expenditure on the Aboriginal Family Violence Strategy in 1998-99 is \$355 000.

This Strategy is funded through the Living With Alcohol Program, which ends in June 2000. However, the Program is likely to be renegotiated.

SEXUAL ASSAULT SERVICES STRATEGY

The Agency continues to implement recommendations under the Sexual Assault Services Strategy. To ensure

appropriate and coordinated delivery of services, the Agency is working with Police to develop protocols for supporting sexual assault victims in Central Australia. Sexual Assault Services in most regional centres are providing after hours emergency support to victims of sexual assault. The WHSU is funding the development of an appropriate model of service delivery for Aboriginal women in Alice Springs who have been subjected to sexual violence.

A sexual assault counselling position was made available, in 1998, for Tennant Creek. The counsellor is located at the Tennant Creek Hospital and is working closely with the domestic violence counsellor.

The Women's Health Adviser coordinates sexual assault service provision and policy across the Territory and represents sexual assault services, both government and non-government, on the Domestic Violence Coordinating Committee. The Women's Health Adviser also convenes and chairs the Domestic Violence Coordinating Committee Sexual Assault Reference Group.

Expenditure in 1998-99 is estimated at \$205 000, with a budget of \$205 000 in 1999-00.

ALCOHOL AND OTHER DRUGS PROGRAMS

The objective of the program is to promote individual and community well-being by minimising the harm associated with alcohol and other drugs. While many elements of the program are targeted at the community in general, the specific needs of women are addressed. These needs may either be in terms of their own substance use or arising from substance use by others.

The Alcohol and Other Drugs program budget for 1998-99 totalled \$14.182M,

including \$7.496M for the Living With Alcohol program, \$1.460M from the Wine Cask Levy, \$507 000 from the Tobacco Action Project and \$701 000 from the National Drug Strategy Shared Cost program.

The Community Grants Program, along with Living With Alcohol grants, Wine Cask Levy grants, grants from the Tobacco Action Project and the National Drug Strategy, provided \$8.218M to community based alcohol and other drug services throughout the Territory. Another \$941 000 was allocated for community education activities.

The Living with Alcohol Program

The program recognises the strong links between alcohol and violence, especially with regard to Aboriginal women. It continues to support programs developed by Aboriginal communities such as night patrols, strategies to control the supply and availability of alcohol, as well as education, treatment and other interventions.

The Living with Alcohol Program contributes significantly to the Domestic Violence Strategy. A range of services and projects, including counselling, training, advocacy, community education and legal support, are funded each year from the \$777 000 provided by the program.

The program also provides \$205 000 for the provision of support services to victims of sexual assault.

The program has a specific strategy in place to minimise other forms of alcohol related harm among Aboriginal people throughout the Territory. It works in partnership with Aboriginal Territorians to identify and address local issues associated with alcohol use and the impact it has on their communities. This includes the fostering of local community resources.

The program recognises that it is largely women and older people in Aboriginal communities who have to deal with the drinking of others.

Tobacco and Other Drugs

The Northern Territory Drug Strategy incorporates and extends the Living with Alcohol program and deals with issues relating to a range of substances, including alcohol, tobacco, kava, petrol, illicit drugs and prescription drugs.

Tobacco is a priority area. A major focus of the Tobacco Action Project is Aboriginal communities, where tobacco is one of the main drugs used by women. The Project conducts community education and facilitates community development initiatives aimed at reducing the uptake of tobacco by young people and encouraging current smokers to quit. It is particularly concerned with the effects of smoking on pregnant women and the effects of passive smoking, especially on children.

The Tobacco Action Project promotes World No Tobacco Day and Quit Week, advocates smoke free policies for public places and supports activities undertaken as part of health promotion in schools. It supports antenatal education classes and has developed resources on foetal smoking syndrome.

Petrol sniffing places great strain on families and communities. The Living With Alcohol Program is working toward increasing the knowledge and skills of health professionals and community people about associated health effects and the range of intervention and management strategies that might be employed to reduce the harm and disruption caused by petrol sniffing.

Through operation of the *Kava Management Act*, less kava is being used,

and in affected communities this is contributing to improved family relationships and greater access to money for family needs and health gains.

FAMILY AND COMMUNITY SERVICES

The Family and Community Services sub-program either directly or, through grants to community groups, provides crisis accommodation, protection, counselling and other assistance to communities, families, women, youth and children to promote their well-being. This program assists Territory communities to become self sufficient in supporting individuals and families to fulfil their potential.

The funding provided to dedicated women's projects is by way of grants to community organisations including:

- Alice Springs Women's Shelter;
- Dawn House;
- Ruby Gaea House;
- Darwin Aboriginal and Islander Women's Shelter;
- Katherine Women's Crisis Centre;
- Tennant Creek Women's Shelter;
- Nauiyi Nambiyu (Daly River) Aboriginal Women's Resource Centre;
- Aboriginal Women's Resource Centre (through Aboriginal Resource and Development Services);
- Childbirth Education Association;
- Country Women's Association;
- Milingimbi Women's Centre;
- Nursing Mothers Association of Australia;

- St. Vincent de Paul (Alice Springs);
- Salvation Army Catherine Booth House;
- Centacare; and
- Yuendumu Women's Centre.

Expenditure in 1998-99 is estimated at \$2.58M with a budget of \$2.59M in 1999-00.

Supported Accommodation Assistance Program Service Reviews

All services funded under the Supported Accommodation Assistance Program (SAAP), which includes the network of women's shelters across the Territory, were reviewed to assess the quality and appropriateness of services provided and to work with Agencies to plan and set targets for future service delivery. Services for women funded under SAAP continue to provide effective crisis support in safe and secure environments and to assist women to re-establish their independence.

Proposal for a Family Crisis Centre for Palmerston

In consideration of research conducted by the Women's Advisory Council, and a range of community consultations, Government requested that THS work with the Office of Women's Policy to develop proposals for a service to meet the needs of families, and in particular women, in Palmerston for crisis accommodation and support.

Good Practice in Service Delivery to Rural and Remote Women Escaping Domestic and Family Violence

A project to document and promote the good practices of services working with women escaping domestic and family violence in rural and remote areas is currently underway. The project will investigate good practice nationally through a literature search and examine

current practices in the Territory to identify the most appropriate ways of providing services. The project will include development of a kit to assist staff working in services to strengthen existing practices in working with women escaping violence.

NT WOMEN'S CANCER PREVENTION PROGRAM

The Territory is participating in the following programs which aim to reduce the incidence of, and deaths from, breast and cervical cancer among Territory women. These programs are funded under the Public Health Outcomes Funding Agreement.

National Cervical Screening Program

This program promotes an organised approach to prevention of cancer of the cervix including the provision of information to encourage women to have Pap smears, care of women with screened detected abnormalities, education of service providers, promoting quality and quality assurance measures in all stages of the screening pathway, and a reminder service to women and practitioners.

Expenditure in 1998-99 is estimated at \$1 035 000.

Breast Screen Australia

This service provides free mammography (breast X-ray) screening for the early detection of breast cancer in women. While women from age forty can attend, the service targets women aged fifty to sixty-nine for whom the occurrence of breast cancer is more common. Screening and assessment centres are now well established in Darwin and Alice Springs, and a mobile screening unit makes annual visits to Tennant Creek and Katherine, and biennial visits to Nhulunbuy.

Expenditure in 1998-99 is estimated at \$991 000.

Remote Areas Well Women's Screening Program

This program promotes a holistic approach to women's health screening for remote area women and the support, education and training of remote area staff in providing a quality well women's screening service and culturally sensitive education for local women. This includes breast examinations, mammograms in women over fifty, and taking quality Pap smears in a culturally appropriate manner and offering other screening tests. The Program is funded by the Cervical Screening Program.

1998-99 ACHIEVEMENTS

Many achievements in the past year have been discussed already in this chapter. Further specific achievements are outlined below.

Provision of Training to Both Public and Private Health Providers on Women's Health Issues

Women's Health Promotion Educators have provided training on carrying out women's health promotion interventions. Educators in each of the two operational areas have supported THS staff and non-government agencies to develop their health promotion skills and have facilitated a range of best practice women's health promotion examples.

Research Into Women's Health

The Remote Aboriginal Birthing Project is funded under the Public Health Outcomes Funding Agreement to develop a policy statement, in consultation with key stakeholders, on birthing in Aboriginal communities in the Territory. The project will also provide a range of recommendations and options to assist in

improving the health of Aboriginal women in their reproductive years. Phase two of this project, consultation with Aboriginal women and service providers, has been completed. The third phase of the project, a cost and risk benefit analysis of birthing on selected communities, is expected to be completed by June 2000.

Top End Specialist Women's Health Outreach Services

Specialist Outreach Services provides a mobile colposcopy/gynaecological consultation service to remote area clinics in Darwin Remote, East Arnhem and the Katherine District. Through this service longstanding gynaecological problems such as infertility and menstrual disorders have been attended to, and high risk antenatal patients have been seen earlier than normal and dating scans performed.

Aboriginal health workers from each community have participated in the consultation process and generally have been invaluable in facilitating effective communication and organising the clinics. Hands on teaching is thus provided on site and further formal education is actively encouraged.

The Top End Post Natal Depression Project

This project has extended training for community based nurses and midwives on detection and management of postnatal depression to the Top End. Staff Development Services are adapting additional support material to ensure it is appropriate for the Top End.

Support Culturally Appropriate Birthing Services

Culturally appropriate community based antenatal support is provided through the Strong Women, Strong Babies, Strong Culture Program, and through the Alternative Birthing Services Program funding to community-based initiatives. The

program is also completing a shared care pilot project between Katherine Hospital and Wurli Wurlijang Health Service. Alice Springs Hospital has successfully piloted the provision of Aboriginal Health Workers in all maternity areas, and worked with Alukura to ensure Aboriginal women have access to their traditional practices within the hospital and post-natally.

Danila Dilba Aboriginal Medical Service held a two day forum with Top End Aboriginal women on issues related to birthing and maternal health through a project funded under the Public Health Outcomes funding Agreement.

Employer Supported Child Care

Under the Five-Year Plan, a seventy-five place childcare centre has been established at Royal Darwin Hospital, providing care for the general community and hospital-based employees. This joint venture between Wanguri Family Centre, the Commonwealth Department of Health and Family Services, and Territory Health Services is the first work-based centre to be established in the Territory.

Implement the Northern Territory Children's Services Plan

In 1997-98, the Territory Government approved a Five-Year Plan for children's services development. Funding in 1997-98 was \$1.713M while \$1.95M in 1998-99 was allocated for implementation of this Plan. In 1999-00, \$1.417M will be provided for this purpose.

The Plan aims to increase the number of child care places to a target access level of 46% of new-borns to four year olds whose parents are in the workforce or training. It will also help services meet family needs by providing funding to extend operating hours and improve access to care for babies, and by piloting a comprehensive children's service in Darwin and Alice Springs.

New Child Care Places

Between June 1996 and June 1998, the number of formal child care places rose by 521, an increase of 33%.

Develop a Strategy to Improve the Quality of, and Access to, Mental Health Services for All Women

This is an ongoing activity incorporated within generic Mental Health Service practice. In the past year, the needs of Aboriginal women have been considered in the context of the development of the Aboriginal Mental Health Policy and its implementation phase.

Develop Appropriate Community And Home Based Care Services For Older Women

The results of a user characteristic survey for the Home and Community Care (HACC) Program indicate that women comprise approximately 64% of HACC users in the Territory.

Women, both as HACC users and carers, are encouraged to participate in the program planning process at the community level, through participation in community forums, and at the Territory and national level, through the Reference Group. Participation by women at these

levels assists in the development of appropriate services.

Adult Guardianship Support for Women

The Agency has provided individual support for older women and women with a diverse range of cognitive disabilities, for example developmental disabilities and mental health issues, in the context of identifying the need for substitute decision makers. The Adult Guardianship team also promotes the rights of people with intellectual disabilities and the protection of the rights of people to make their own decisions when they are able to.

NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

The role of the Northern Territory Police, Fire and Emergency Services (NTPFES) is to serve and protect the community.

WOMEN'S STATUS IN SOCIETY

Senior Sergeant Ann-Marie Murphy travelled to New Zealand to attend the Australasian Women-In-Policing Advisory Committee in November 1998. The role of this Committee is to assist Commissioners of Police to improve the effectiveness, efficiency and professionalism of policing in Australasia by maximising the potential contribution of women.

The Police Ethnic Advisory Group was formally launched in February 1999. It currently has thirty-five members with approximately half of the membership consisting of women from different community groups and ethnic community organisations. This group acts as an advisory body to the Northern Territory Police, on issues relating to cultural diversity and policing.

The number of women in key decision making roles within the NTPFES include an Officer in Charge of Katherine, Tennant Creek, Harts Range, the Drug Squad and the two Domestic Violence Units. Other key positions in the organisation include the Directors of Financial Services, Media and Corporate Communications, Information Services and Secretariat and Policy.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

Women in the NTPFES are encouraged to attend Management Courses. Currently there are two women attending the Office of the Commissioner for Public Employment's Executive Development Program as well as a Senior Sergeant from Katherine undertaking the Management Skills for Women (MSFW) course.

One Alice Springs Senior Sergeant completed the 1998 Public Sector Management Course.

Two policewomen from Alice Springs were selected by the MSFW course coordinator to be part of a group of mentors for 1998 and future MSFW course participants.

ELIMINATION OF VIOLENCE AGAINST WOMEN

The Northern Territory Police is committed to assisting in the elimination of violence against women. To that end the Police Domestic Violence (DV) Unit, has representatives on the Domestic Violence Co-ordinating Committee. Two Aboriginal police officers have been appointed to the Darwin based DV Unit, and both are representatives of the Indigenous Family Violence Reference Group, which provides input towards the Aboriginal Family Violence Strategy.

The *Domestic Violence Training Manual*, which contains specific information on violence against Aboriginal women, is used as the basis for domestic violence courses run by the Police, Fire and Emergency Services' College.

General Order D7 - Domestic Violence, issued on 1 June 1998, provides additional guidance for members dealing with violence against Aboriginal women.

During 1998, twenty-two officers were specially trained as police domestic violence liaison officers to assist those victims that reside in smaller communities. There are currently over forty domestic violence liaison officers throughout the Territory.

New recruits receive training not only in the laws related to domestic violence, but in the history of domestic violence to give them a better understanding of how a victim can be affected by domestic violence in the home. Their training also extends to practical scenarios, where experienced members of the DV Unit roleplay scenarios, which have been developed from actual events.

All domestic violence-related complaints, which are initially attended by general duties officers, are followed up by members of the DV Unit, regardless of whether the victim makes that request. Victims are offered support and advice on matters such as restraining orders, the making of complaints, emergency accommodation etc. Victims can be referred on to other agencies for further assistance.

Two Aboriginal Community Police Officers (ACPO's) have been rostered duties with the Alice Springs DV Unit.

The Alice Springs DV Unit has recently expanded its rostered hours of duty to

include "Evening Shifts". The members are available between midnight and 6 a.m. to assist members and provide an enhanced response to victims of serious domestic complaints.

The DV Unit in Alice Springs is being relocated and refurbished within the station to assist with victims privacy and comfort. It will include a "soft interview" room for victims of domestic violence.

The Alice Springs DV Unit provides a coordinated response to victims of domestic violence liaising regularly with legal help, women shelters, Aboriginal communities and the Tangentyere Council.

Data collected by police officers attending family violence incidents across the Territory is provided to the Office of Women's Policy.

The Northern Territory Police obtained new funding during 1997, under the Capacity Building Initiatives of the National Campaign Against Violence and Crime to implement a Territory-wide police domestic violence database called the Domestic Violence Information System. This system has been merged with the Police PROMIS system which is due to come on line in May 1999.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

ACPOs hold key positions both with their communities, major centres and in relation to special projects such as domestic violence and Aboriginal Road Safety.

The Northern Territory Police encourages Aboriginal women to apply for ACPO positions and also to take on the important role as Night Patrol members within their community and in major centres.

Northern Territory Police are working collaboratively with the Department of Education and Territory Health Services by utilising twenty School Based Police Officers to deliver the Drug Abuse Resistance Education Program to primary schools in the Territory.

DEPARTMENT OF HOUSING

The Department of Housing aims to improve the quality of life for Territorians by ensuring access to housing for those most in need. Housing functions are delivered through the Government Business Division hosted by the Agency.

WOMEN'S STATUS IN SOCIETY

The Agency endeavours to ensure the participation of Aboriginal women and women's groups in community consultation and decision-making processes.

The housing needs of urban Aboriginal women have been taken into account in the Urban Housing Strategy. Housing needs for Aboriginal women in remote communities continue to be addressed in the context of the Program for Community Housing Management.

The Agency has researched the need for, and availability of, training in household living skills for Aboriginal women in remote communities on behalf of the Indigenous Housing Authority of the Northern Territory. The Authority is considering ways to better provide such a service.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Public Relations unit assists in the production of materials to disseminate information about Agency policies that have been of interest to women such as access to affordable housing options, domestic violence, crisis accommodation,

HomeNorth Schemes and rental accommodation.

RENTAL REBATES

Tenants of public housing have their rent determined on the basis of income to ensure they are not paying a disproportionate share of their income on rent and that they can maintain an appropriate standard of living. Those eligible for rebates include sole parents, pensioners and other low income earners. It is estimated that 90% of sole parents in public housing are female, which represents approximately 1 100 women.

It is anticipated that the cost of rebates for 1998-99 will be in the order of \$5.2M.

HOMENORTH SCHEMES

Single women with or without dependants are able to access all Home Purchase Assistance Schemes offered by HomeNorth. These schemes aim to increase home ownership in the Territory and provide assistance for low to middle income earners who would not usually receive private sector finance.

HOMESTART PRIVATE SHARED EQUITY LOAN

HomeStart is a first mortgage home loan scheme, designed to assist low to middle income earners buy their first home. Since its inception in July 1997, approximately 46% of all HomeStart borrowers have been single women.

During 1997-98 the Agency provided Homestart loans, for the purchase of private dwellings, to the groups in Figure 3.12.

In 1998-99, \$20M is being made available to provide new loans under the scheme.

Figure 3.12

HOMESTART LOANS	
	1997-98
	No.
Married and Defacto Couples	48
Single Females	88
Single Males	34

In 1998-99 the scheme also provided Homeshare loans, for the purchase of public housing, to the following groups:

Figure 3.13

PUBLIC HOUSING	
	1997-98
	No.
Married and Defacto Couples	119
Single Females	26
Single Males	7
Mixed Groups	4

Approximately 16% of these loans were to single females.

ELIMINATION OF DOMESTIC VIOLENCE AGAINST WOMEN

The Client Services program manages grants for Crisis Accommodation Program (CAP) and Community Housing Programs. It is responsible for home purchase and client services policy, the implementation of the Public Housing Administrative Appeals Mechanism and information booklets including *Women Escaping Violence*.

To date, 2 000 copies of the *Women Escaping Violence* booklets have been printed, 1 000 of which, were printed in 1996 when the policies were introduced

and circulated between 1996 and 1998. A further 1 000 copies were reprinted in October 1998. These have been up-dated to contain the *Housing to 2003* strategies. 650 copies of the new edition have been circulated as at March 1999.

The Public Housing Appeals Mechanism Panel has been appointed and it is expected that the Panel will commence operating in July 1999.

Between 1 July 1998 and March 1999, seventeen approvals have been given for priority housing for women and their families escaping domestic violence. The program is also responsible for developing systems to address safety and security issues in public housing.

CRISIS ACCOMMODATION PROGRAM

CAP is a Commonwealth funded program under the Commonwealth State Housing Agreement. The Program is run in conjunction with the Supported Accommodation Assistance Program (SAAP) which is a recurrent funding program administered by Territory Health Services.

This program works towards providing more crisis housing and upgrading and maintaining existing crisis accommodation. The allocation of CAP funding to the Agency in 1998-99 was \$413 000.

As part of its commitment to CAP, the Agency is working towards providing more crisis housing and further developing policies on priority housing for victims of domestic violence. This includes investigating the provision of additional housing for women escaping domestic violence.

CAP projects to the value of \$393 637 were approved in 1998-99.

**HOUSING CAPITAL WORKS PROGRAM
(CRISIS ACCOMMODATION BUDGET)**

Crisis Accommodation Gove is the only SAAP provider in Nhulunbuy. It provides short term accommodation and support in the East Arnhem Region, to individuals and families who are in crisis and are homeless.

The premises from which the Service operates are leased from the Agency under the Industry Housing Assistance Scheme (Welfare Category). Upgrades to the premises have recently been completed at a cost of \$165 000 which was financed through the Agency's 1998-99 Capital Works Program (Crisis Accommodation Budget).

BOND ASSISTANCE PROGRAM

This Program is jointly funded by the Commonwealth and Territory Governments and replaced the Rent Relief/Bond Assistance Program on 1 July 1998. The scheme assists women and families who have limited resources to access private sector rental housing while they wait for public housing. There are two levels of Bond Assistance: the first provides two weeks rent as bond; the

second, for those experiencing extreme housing hardship, provides four weeks rent as bond.

Special provision has been made for victims of domestic violence by waiving the three months residency requirement. They are also eligible for bond assistance to a value equivalent to four weeks rental of which one half is provided as a loan.

There are presently 142 Bond Assistance recipients, ninety of these received four weeks rent as bond. The majority of the recipients are single women, women with dependants and women who receive assistance with their spouses.

\$678 000 was allocated to this program in 1998-99.

MINOR NEW WORKS

Funds have been allocated for security modifications to be undertaken in dwellings occupied by women tenants who are subject to domestic violence. The provision of \$61 000 has been made for this purpose for 1998-99.

DEPARTMENT OF SPORT AND RECREATION

The Department of Sport and Recreation's task is to promote the virtues of sport and recreation, and in particular to encourage all Territorians to embrace a more healthy, active lifestyle.

This is in recognition of the important contribution sport and recreation makes in our society to health, fitness, entertainment, economic growth, community development and pride in our achievements.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

ACHIEVEMENTS OF NORTHERN TERRITORY WOMEN IN SPORT DURING 1998-99

- **Bo De La Cruz** was chosen in the Australian Under 18 touch football team to play against New Zealand after an outstanding performance at the national championships. She was selected in the women's open competition for the Barbarians (combination of Northern Territory, South Australia and Western Australia) for the third year running. Bo has been talent-identified by National Open selectors.
- **Donna Lee Patrick** competed in three national hockey tournaments. She was named in the sixteen member Australian team and later included in the Australian Junior Development squad. Donna was included in the Northern Territory Hockey Association/Northern Territory Institute of Sport Under 18 team to tour South East Asia and was named 'Player of the Tournament'.
- **Nova Peris-Kneebone** produced personal best athletics performances in the 100 and 200 metres. Nova placed fifth in the 100 metres final but her sensational 200 metres Commonwealth Gold highlights her performance.
- **Christine Trefry** competed in the World Cup in Munich and the World Championships in Barcelona. Her selection in the Commonwealth Games team was confirmed after an outstanding performance at the Australian Shooting Games. Christine won one silver and three gold medals at the Commonwealth Games in Malaysia.
- **Kerry Dienelt** captained the Australian Women's Softball team at the World Championships in Japan. Australia defeated the USA (1-0) to break a 43-0 winning streak when it reached its first final since 1965.
- **Shirley Russell** travelled to the 1998 World Cup in the Netherlands as a member of the Australian Women's Rugby Union team. Shirley was awarded 'Team Player of the Tour'.
- **Crystal Attenborough**, at fifteen years of age, achieved a national athletics Open ranking of equal eleventh. Crystal competed at the All Schools championships in Canberra and won the 100 and 200 metres in record times.

All of these women were nominated in various categories of the 1998 Northern Territory Sports Awards. Kerry Dienelt took out the Sportswoman of the Year Award, while Crystal Attenborough was named both Junior Sportswoman of the Year and Junior Sportsperson of the Year.

ENHANCED PERFORMANCE

It is the strategic intent of the Northern Territory Institute of Sport to be, and to be recognised as, the Territory's premier elite athlete support program, and to make a significant contribution to sport within Australia and our region.

For the 1999 calendar year, eleven women received elite scholarships, representing 61% of those awarded, an increase of 27% on 1998 statistics.

The Northern Territory Institute of Sport provides its services to eleven squad sports.

Elite women and girls have access to these programs to improve their overall performance.

WOMEN IN SPORT AND RECREATION

The Women in Sport and Recreation (WISAR) weekend, held biennially in May, aims to promote and increase participation in sport and recreation activities by women and girls.

The 1998 WISAR weekend saw activities offered by approximately ninety organisations throughout the Territory in all major centres as well as many Aboriginal communities.

The encouragement of a healthy, active lifestyle through WISAR is in line with the national and Territory focus of increasing participation in sport and recreation through the Active Australia initiative.

SPORT AND RECREATION GRANTS

Grants totalling \$5.6M were allocated to sport and recreation organisations in 1998-99. While the organisations cater for all sectors of the community, six specifically target women and girls - Northern Territory District Women's Golf Association, Northern Territory Ladies Bowling Association, Northern Territory Netball Association, Northern Territory Softball Association, Girl Guides Association and YWCA.

The new grants model adopted by the Agency in 1998-99 for the provision of funding in 1999-00 requires organisations to provide evidence of policies and practices that encourage access and equity, to targeted groups such as juniors, women and the disabled.

Government is committed to expending over \$5M on grants to sport and recreation organisations in 1999-00.

EVENTS

The Arafura Games are to be held in May 1999 and will afford our athletes the opportunity to compete against international competitors as well as encouraging personal development.

While it is expected that women will compete in the majority of the twenty five sports on offer, women's soccer will make its debut in this year's Games.

Of over 4500 expressions of interest to date, women account for 44.5% of the inquiries.

The Arafura Games would not be staged without the help of hundreds of volunteers. Over 170 Ambassadors, 70% of whom are women, are very much at the forefront from the time competitors arrive in Darwin.

A highlight of these multicultural games will be staging of the 'Winter of World Basketball' Goldmark Opals versus Brazil event. A black tie dinner is also being held to give the public the opportunity to meet members of the Australian Women's Basketball Team.

INTERSTATE INVOLVEMENT

The Agency remains actively involved with the Women in Sport Sub-Committee of the Standing Committee of Recreation and Sport. It assists the participation of women and girls in interstate sporting activities.

The Standing Committee consists of State and Territory Sport and Recreation Chief Executive Officers. Representatives on the sub-committee have been involved in

several meetings on issues such as Women in Coaching, Mentoring and Harassment Free Sport.

Representatives of the sub-committee participated in the working party for the formation of the National Policy on Women and Girls in Sport, Recreation and Physical Activity. The draft policy is set out in two documents:

- ***Active Women* - outlining the policy and guiding principles; and**
- ***How to Include Women and Girls in Sport, Recreation and Physical Activity* - outlining strategies and examples of good practice.**

DEPARTMENT OF ARTS AND MUSEUMS

The vision of the Department of Arts and Museums is to enrich the Northern Territory lifestyle, by developing the cultural potential of the Territory through artistic, scientific and heritage initiatives. The agency will continue to promote itself and its programs vigorously, using gender inclusive language where appropriate and portraying women positively to the broader community.

women artists, with most of the balance having representation from women artists.

WOMEN'S STATUS IN SOCIETY

The programs and activities reported below elaborate on the diverse ways the Agency assists in addressing the goal of improving and reflecting women's status.

This is specifically done through encouraging a more positive portrayal of women in public life and developing public awareness of the contributions of women to the Territory's artistic and cultural life.

ALICE SPRINGS CULTURAL PRECINCT
(ARALUEN CENTRE FOR ARTS AND ENTERTAINMENT)

Projects and program activities across visual arts, performing arts, film and other facilities and services provided through Araluen recognise the participation of women in the Arts, the diversity of their contribution and promotes wider public recognition of their achievements in the Arts.

Araluen will present approximately twenty exhibitions during 1999-00, with ten exhibitions having a very clear focus on

The exhibition development process ensures artists contribute to decisions about their exhibitions and are given opportunities to develop relevant planning and exhibition presentation skills.

MUSEUMS AND ART GALLERIES OF THE NORTHERN TERRITORY

In recognition of the high level of patronage of museums and art galleries by women, a high level of input to the exhibition program from women is sought.

In 1999-00 the exhibition policy aims to achieve at least a 50% representation by women artists. As well, the Agency is committed to a wide-ranging exhibition policy, which includes media - traditionally the preserve of women. Project managers for the 1999 exhibition program are predominantly women (85%).

WOMEN'S ECONOMIC SECURITY AND INDEPENDANCE

CULTURAL DEVELOPMENT DIVISION

The participation and involvement of women in arts and culture is recognised through the Arts Management Program of Cultural Development Division as a significant component of the social and economic development of the Territory community.

Standards of service emphasise objectives to maintain a responsive administration for implementing an effective client service provides benefit to women in the arts through operational programs and strategic support services.

The quarterly magazine *Territory Artifacts* has continued to feature regional activities, events and issues of concern to Territory women as well as highlight their successes in this field over 1998-99.

Support and assistance was provided to profile the partnership between Munupi Arts and Dreamweaver Concepts in manufacturing premium quality rugs featuring authorised designs by many women Aboriginal artists at the 1998 Northern Territory Expo.

Initiatives of benefit to women in regional and remote areas through the Regional Development Program include:

- sponsorship and operational assistance of \$15 000 to establish the Katherine Region Arts Steering Committee, whose membership is 90% women, and resource development activity through a local coordinator, Jennifer Maddern. Achievements include the development of a forward strategic plan for arts in the region and establishment of a regional exhibition space;
- sponsorship support of \$20 000 to the Barkly regional arts development organisation, Barkly Regional Arts, whose board comprises 63% women, for regional access and development activity over 1999;
- establishment of an Alice Springs Regional Reference Group, of which 61% of members are women, to provide ongoing input to policy and program development for the arts in the region; and
- establishment of an ongoing Alice Springs Youth Steering Committee following staging of a Youth Arts Forum where 69% of local participants were women.

Arts Sponsorship Programs

For the entire Territory, fifty-eight Arts Sponsorships valued at \$290 980 have been approved to support women in the arts,

representing over 35% of the total Arts Sponsorship program. This trend indicates significant growth, primarily assisted through resources committed to maintain the Regional Arts Fund.

The level of assistance being provided to support women's participation across the full range of arts activities has increased significantly on the \$166 246 provided in 1997-98.

Regional Arts Fund Project

In 1998-99 this joint Territory and Commonwealth Government program committed \$400 000 specifically for regional and remote areas providing direct encouragement for women artists to extend their artistic practice and participate in community arts events.

A further \$200 000 was committed to the Future Directions Scheme within the Regional Arts Fund to promote initiatives by major arts organisations which would effectively improve their capacity to service and network with regional artists.

In summary, thirty-three regional arts fund sponsorships valued at \$189 580 have been approved where women were principal applicants or women artists were nominated as direct beneficiaries. Regional arts fund sponsorships represented 65% of total arts sponsorships to women.

PROFESSIONAL DEVELOPMENT

Professional development and networking opportunities for female artists is encouraged through training, residencies and participation in conferences and key arts events. These opportunities ranged from workplace curatorial training to an overseas touring secondment with the Sydney Dance Company.

SCHOLARSHIPS

Expanding the accredited skills base for women artists within the community is an ongoing commitment through the Arts Scholarship Scheme. Five Scholarships totalling \$20 000 were awarded to female artists for tertiary studies in 1999 spanning Dance, Writing, Drama Studies and Musical Theatre. Scholarships were awarded to: Cassie Reed, Karyn Sassella, Karen Hurley, Elizabeth Moore and Erica Simms.

1998-99 HIGHLIGHTS

International Women's Day 1999

The Women's Advisory Council received Arts Sponsorship of \$2 250 toward the coordination of artist talks and workshops across the Territory in collaboration with Territory Craft (formerly Crafts Council of the Northern Territory) and Artback - Northern Territory Exhibitions Touring Service, to celebrate International Women's Day.

Participation

Of an estimated 17 900 persons involved in Territory cultural activities over the twelve months to March 1997, the Australian Bureau of Statistics reports nearly 60% or 10 600 participants were women (ABS Catalogue No. 6281.0).

The proportion of women attending cultural venues, events and facilities such as art galleries, museums, libraries, popular and classical music, theatre and dance events is also higher than the participation rate for men (ABS Catalogue No. 4114.0).

Advisory Boards and Committees

The Agency's Management Board meets on a monthly basis to discuss issues affecting the whole Agency. Half of the Board members are women and in terms of other key advisory boards and committees,

eight of the fifteen Araluen Advisory Committee members are women, while four of eight Directors of the Museums and Art Galleries Board are women.

Study Assistance

The Agency actively supports higher learning through study assistance. Of the five employees currently studying tertiary education, four are women.

Arts Sponsorship

The table below provides a summary of Arts Sponsorships approved by program category reflecting sponsorships which were directly beneficial to female artists or where the primary applicant was female.

Figure 3. 14

ARTS SPONSORSHIP				
Program	Grants	Value	Proportion of Arts Sponsorship Program	
			Women	*Total Program
	No.	\$	%	%
Festivals and Events	3	23 000	8	3
Project	9	49 255	17	6
Skills Development	9	13 145	5	2
Scholarships	4	16 000	6	2
Regional Arts Fund	33	189 580	65	23
Total	58	290 980	100	35.8

* Total arts sponsorship is \$810 845 excluding major organisations annual funding.

DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

The Department of Primary Industry and Fisheries' vision and commitment is to lead the sustainable development of the rural and fishing industries in the Northern Territory and to ensure that they play a significant role in the development of economic relations with Asia.

The nature of the Agency's activities and the structure of the Territory's primary industries that benefit from these activities are such that enterprises and industry groups, rather than individuals, are the clients. Many primary industry enterprises are family based and consist of partnerships and companies with male and female participation.

WOMEN'S STATUS IN SOCIETY

The Agency aims to ensure women have an effective voice in society and that their views are taken into account in Government decisions.

A Vision for Change: National Action Plan for Women in Agriculture and Resource Management is a National Plan prepared by the Standing Committee on Agriculture and Resource Management (SCARM). The Agency has had input into and endorsed the development of this plan. The Agency has also encouraged other Territory Agencies and enterprises serving the agricultural and resource management enterprises to do the same. The National Plan will encourage the development of *profitable and innovative agricultural industries and sustainable natural resource management and vibrant rural communities, by realising the full potential of*

women. From 1999, the Agency will report annually, by financial year, to SCARM, on the following performance indicators in partial fulfilment of the National Plan:

1. gender disaggregation of all relevant data;
2. gender composition of statutory boards and SCARM committees; and
3. participation in SCARM-funded programs and courses.

A Strategy for Northern Territory Women in Rural, Regional and Remote Areas is being developed by the Agency in consultation with industry and women from rural, regional and remote areas. The Strategy aims to have *women from rural, regional and remote areas of the Territory recognised by industry and government as essential partners in the development of sustainable rural and primary industries*.

An *Action plan to implement the Territory Strategy* is being developed with input from industry, agribusiness, educational institutions and women from rural, regional and remote areas.

The Agency increases women's participation in decision making and the number of women in key decision making positions by:

- monitoring the participation of women in boards and committees, and in industry activities organised by the Agency. This information will be used to target those activities and then adapt

them to make them more appropriate to women's needs; and

- strengthening its links with groups working with the industry, and particularly with women in rural, regional and remote areas.

The Second International Conference for Women in Agriculture, Washington DC, June / July 1998.

The Minister for Primary Industry and Fisheries awarded four part bursaries of \$2 500 to each of four rural women to help them take part in the Second International Conference for Women in Agriculture and Resource Management. Two representatives from each of the horticultural and pastoral industries were nominated by their respective associations to attend the Conference. In addition, the Connellan Airways Trust sponsored two Top End pastoralists, whilst a third horticulturist and an Agency employee funded their own travel to California and Washington. Since their return, the participants have made presentations to their respective industry organisations on information gleaned during the trip. This information, on environmental, social and economic issues facing agriculture and resource management, were also picked up by the print and electronic media.

The Agency encourages a more positive portrayal of women in public life through its representation on the SCARM Rural Women's Working Group, and is contributing to the development of a new award for women leaders in primary industry. This award will succeed the ABC Radio Rural Woman of the Year, which did much to raise the profile of rural women in the Territory and across Australia.

Training opportunities are available to members of staff who identify learning needs as part of the Department's Personal

Development Planning (PDP) process. Training programs funded by the Agency specifically for women include the Management Skills for Women and the New Opportunities for Women programs. Funding of up to \$5 000 is allocated to cover the costs associated with these programs.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Agency is collaborating with the Northern Territory University to enhance access to training for women in rural, regional and remote areas. A joint project has been proposed to identify training and skills development programs appropriate to women in these areas, and to devise innovative methods of delivering this training.

The Property Management Planning (PMP) is a voluntary process for land managers and their families to develop a whole property plan. Women play an integral part and have been more likely to attend the complete workshop series than their male partners. The integrated workshop series is conducted by agency staff in all regions of the Territory.

The PMP coordinator, Narelle Campbell has been working closely with the Women's Advisory Council to provide specific forums for women on retirement planning. Retirement planning has been noted by women as an area that is lacking in provision of information sessions throughout rural and regional Territory. This service will help to promote women's economic security and independence and ensure women continue to play an important role in the financial and decision making processes in most small businesses. This fulfils key objectives detailed in the Plan of Action, by ensuring women are not financially disadvantaged

and that they are well informed on financial matters.

DEPARTMENT OF INDUSTRIES AND BUSINESS

The Department of Industries and Business was established with a key objective to be an organisation with improved capability to deliver more extensive, relevant and responsible services to Northern Territory industry, the business community and the general public.

The Territory has many opportunities for women in business and the increasing number of business women is testimony to the region's growing economy.

There are several programs within the Industry Development Group which have an impact on women. These are listed below.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

Business women's consultative council

The Business Women's Consultative Council (BWCC) was established in 1993 as a link between Territory business women and Government. The BWCC provides a conduit for women in business to advise Government on their specific needs, requirements and future economic development.

The Council meets on a quarterly basis in different parts of the Territory, and hosts networking functions and open forums for various industry sectors. In 1998-99 the Council met in Darwin, Alice Springs and Tennant Creek.

In October 1998, the BWCC celebrated five years of assisting women in business at a special function at Parliament House. Many previous and current members of the Council gathered to celebrate, reflect on past achievements and plan future activities.

Within the Agency, the Business Services Group resources, liaises with and provides secretariat support to the Council, as well as undertaking the organisational role of running seminars and open forums.

The BWCC currently comprises twelve members, Darwin has six members, Alice Springs has three members, and one member each from Katherine and Tennant Creek. In addition there is one member of the Women's Advisory Council (WAC). The broad regional representation is significant and ensures that all Territory business women are provided the opportunity to raise issues with the Council.

1998 saw the Council formalise a strategic and business plan, and member's Charter. This coordinated approach will ensure better reporting to Government, lift the profile of the Council and focus on the activities of the Council.

Ties have been strengthened between the WAC and BWCC with briefings conducted by the WAC Convenor and Council Chair after each quarterly meeting.

BUSINESS INFORMATION SERVICES

The Agency hosted a series of Women in Business seminars in conjunction with the BWCC featuring keynote speakers. Darwin, Alice Springs, Tennant Creek, Katherine and Nhulunbuy continue to be venues for the seminars and guest speakers. It is anticipated that these seminars will continue on a regular basis. Feedback from participants has been extremely positive.

Women in Business Breakfasts have been well attended and proved very popular:

- the Darwin *Women in Business Breakfast*, held on 26 May 1998, had two speakers and fifty-four attendees. Feedback commended the choice of guest speakers and information exchange; and
- the Darwin *Women In Business Breakfast*, held on 14 September 1998, featured well-known businesswoman and author, Cindi Kaplan, who spoke on women and marketing, *to market, to market*. This event was attended by approximately eighty guests and was so popular that it was booked out, with an extensive waiting list.

Seminars have been conducted in Darwin, Nhulunbuy and Katherine with guest speakers including Gail Austin and Vicki O'Halloran, winners of the Telstra Business Woman of the Year Awards in 1997 and 1998 respectively.

Expenditure in 1998-99 is estimated at \$10 000 with a budget of \$10 000 in 1999-00.

ANNUAL CONFERENCE FOR WOMEN IN BUSINESS ALICE SPRINGS AND DARWIN

Annual conferences in both Darwin and Alice Springs are planned for "October Business Month". The conference will be in the form of a one-day workshop featuring speakers on current business issues.

On 31 October 1998 the BWCC presented a one day conference in Darwin to approximately sixty-five attendees, focusing on strategies and opportunities to raise and discuss issues relating to operating a business. Topics included management of staff, insurance requirements, marketing and e-commerce. The Conference was well received and feedback indicated that the participants of the conference gained valuable knowledge and business related information.

Expenditure in 1998-99 is estimated at \$20 000. Expenditure in 1999-00 is expected to reach the budgeted \$25 000.

FINANCIAL PLANNING

The Agency contributed to the Office of Women's Policy *Financial Planning Kit for Women* in 1998 through the provision of the booklet *Checklist for starting a business* and information checklists. The Agency continues to provide Women in Business seminars and encourages women to participate in business training seminars and workshops.

NORTHERN TERRITORY BUSINESS WOMEN'S AWARDS

The Northern Territory Business Women's Awards were established in 1991. These awards aim to promote and recognise the contribution that women in business make to the development of the Territory. The Agency became a major sponsor of the Territory section of the

Telstra Business Women's Awards in 1995.

Winners of the Territory award categories are eligible to compete in the National Telstra Business Women's Awards.

The 1999 Telstra Business Women's Awards will include a special Chief Minister's Award for the Northern Territory Outstanding Young Business

Woman of the Year. Women between eighteen and twenty-seven years of age are eligible for judging in this category.

In 1998 there were four national prize categories and the awards attracted a record number of thirty-one entries.

Expenditure in 1998-99 is estimated at \$20 000 with a budget of \$20 000 in 1999-00.

DEPARTMENT OF EDUCATION

The mission of the Department of Education is to ensure access to quality education for all clients, to enable students to achieve intended learning outcomes, and to provide the best possible resources to support the achievement of learning outcomes.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

PROFESSIONAL DEVELOPMENT

The Agency's commitment to personal and professional development, and the outcomes that have been achieved, include:

- **encouraging participation in relevant personal and professional development programs and courses; and**
- **investigating options for the development and subsequent introduction of mentor schemes in order to facilitate empowerment at the local level.**

Figure 3.15

PROFESSIONAL DEVELOPMENT COURSES ATTENDED

Category	Women		Total Cost
	No.	%	\$
Information Technology	2 462	78	45 000
Management	352	71	73 000
Administration	139	78	4 000
Cross Cultural	897	74	68 000
Equal Employment	35	72	7 000
Induction	195	70	90 000
Organisational Development	222	75	5 000
Occupational Health & Safety	93	73	8 000
Performance Management	27	90	2 000
Professional	3 693	81	275 000
Supervisory	36	65	2 000

Figure 3.15 indicates professional development undertaken by women in programs conducted by Agency personnel during 1998. Similar trends are expected for 1999.

Special remote study leave

During 1998-99, twenty-one women accessed Special Remote Study Leave after spending specified periods in remote localities. During 1999-00 an estimated \$500 000, compared to \$442 000 in 1998-99, will be spent on women who qualify under the scheme.

Employee development scheme

Fourteen women were granted Employee Development Scheme awards during 1998-99 at a total cost of \$200 000.

A similar amount will be spent in 1999-00, with women being encouraged to participate in innovative projects for personal professional development.

Australian full time study awards

During 1998-99, Australian Full Time Study leave for a semester were awarded to twelve women at a total cost of \$270 000. Areas studied included Master of Business Administration; Bachelor of Arts specialising in Anthropology and Feminism; Master in Aboriginal Affairs and Administration; Master of Education; Diploma of Library and Information Technology; Doctorate of Teaching; and Diploma of Human Resource Management. A similar amount will be spent in 1999-00.

Aboriginal teacher education salary scheme

84% of employees participating in the Aboriginal Teacher Education Salary Scheme for 1998-99 are women. This scheme allows Aboriginal employees to undertake part-time employment whilst studying for teacher qualifications at Batchelor College or the Northern Territory University (NTU). It is expected that expenditure in 1999-00 will rise above the 1998-99 total expenditure of \$140 000, due to increased demand for urban-based Aboriginal employees studying full time teacher education programs.

Programs Accredited to the Northern Territory University

Women have been major participants in many of the programs accredited to the NTU that are conducted by the Agency. In particular, the Leadership in Action program attracted thirty-three women and seventeen men participants at a total cost of \$46 000, and the Renewing Teachers' Knowledge program was attended by twenty-three women and six men at a total cost of \$23 000. These programs continue to be examples of best practice professional development and expenditure is expected to continue at a similar rate.

Curriculum programs

Curriculum programs for school based personnel have included: those with a focus on Outcomes Profiles, 128 women (74%); English as a Second Language, 262 women (82%); and First Steps Literacy, 600 women (84%). Many of these programs are conducted with whole school attendance.

In relation to curriculum initiatives, the subject area committee that develops curriculum for Health and Physical Education has a sub-committee that deals specifically with issues relating to females.

Conflict mediation and negotiation

Conflict mediation and negotiation programs to assist people to more effectively manage conflict in the workplace have attracted twenty-two women (71%) at a cost of \$3 000. There is increasing demand for these programs in regional centres and costs are expected to increase in 1999-00.

Career Planning

A new program on Career Planning to enable employees to plan their career development and to actively manage their own professional development has seen sixty-six women (86%) participate, at a total program cost of \$5 000. This program is supported by the Job Applicants workshops that provide information and assistance with writing improved applications, and preparing effectively for job interviews. These programs are expected to increase in 1999-00.

Indigenous harassment contact officers

During 1998, a major focus was the training of indigenous personnel, which comprised of twenty-seven women and two men, as Harassment Contact Officers. This program was funded under the mentoring program which is a part of the Indigenous

Education Strategic Initiatives Program. The planned outcome of this program was increased awareness of the rights and responsibilities of employees, especially indigenous employees, in Aboriginal communities. The implementation of the next stage of the Equal Opportunity Management Plan will further broaden knowledge of appropriate behaviours in the workplace. Continuing support and expansion of this program will be required in 1999-00 with increased costs to provide for effective training of remote community Indigenous personnel.

Cultural awareness

Cross cultural Awareness training has been conducted throughout the Territory since 1997, and 1 601 women (73%) have participated in the program which involves Aboriginal women as presenters. Since its inception, Aboriginal women have been involved in the design, delivery and evaluation of the program. The program will continue during 1999-00.

Association of women educators

The newly formed Association of Women Educators, with twenty-five financial women members, initiated a project to explore networking and mentoring models during 1998-99 funded by the Joint Council of Professional Teaching Associations. The project outcomes were to develop strong collegiate and professional networks among members; to increase levels of skills, knowledge and understandings in a range of professional issues identified by members; increase levels of skills in giving and receiving feedback and reflective practice.

Recommendations from the report from the networking and mentoring project highlight the need for continued funding to further support women's networks and both formal and informal mentoring.

The Association also conducted the "Leading Edge" conference supported by the Professional Association Staff Development Advisory Committee, with an attendance of fifty-nine participants, fifty-five of whom were women. The conference addressed issues relating to gender equity; gender in education; intersection of gender and ethnicity; constructions of masculinity; managerial and leadership issues of power in schools organisation and change.

Financial support for these programs totalled \$16 000 and the estimated cost for the 1999-00 is \$25 000.

POST SECONDARY PROGRAMS

Aboriginal development unit

The Aboriginal Development Unit (ADU) is a discrete unit within the Agency. The role of the unit is to increase the participation rate of Aboriginal and Torres Strait Islander people in all areas of the Territory workforce. The ADU also provides opportunities for Aboriginal and Torres Strait Islander people to undertake further education and training that will either lead to employment in their chosen field of work, or create a learning environment that will lead to advancement in their area of work.

Relevant achievements during 1998-99 include the provision of career development opportunities in Information Technology, Communication Skills, First Aid, Crowd Control and Cross cultural Awareness to a range of Aboriginal and Islander women.

Training, workshops, sponsorship and promotion of Aboriginal women's arts and crafts have been a focus of the ADU.

Staff of ADU are involved as mentors for two courses, the Management Skills for Women program and the New

Opportunities for Women course. This is an area that ADU recognises as a vital element for career development for Aboriginal and Torres Strait Islander people. ADU also provides ad hoc counselling for clients and other people who call into the office looking for advice or help.

ELIMINATION OF VIOLENCE AGAINST WOMEN

During 1998, several schools have investigated bullying and issues of gender in the school. Violence and school safety is a regular agenda item for Regional Councils of School Principals and is included by most schools in their in-house policies. The Ramingining Community Education Centre utilises the visits of women of Aboriginal descent to talk to the senior girls about not putting up with domestic violence and how to deal with it; and having the school-based constable give classes.

Sadadeen Primary School has also recently revisited and rewritten policies on gender

and violence. The development of gender equity policies and strategies has been completed and has now been passed on to schools.

The Agency assisted the Office of Women's Policy with its development of the *Be cool...not cruel* community education campaign. Additionally, the Agency assisted with the distribution of over 1 000 information packages to Territory school principals and school councils as part of the Government's Domestic Violence campaign.

NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

The mission of the Northern Territory Employment and Training Authority (NTETA) is to contribute to economic and social development by enhancing access to, and the quality of, vocational education and training within the Territory.

Elements of the mission are aligned to Annual National Priorities and in particular to: *Achieving Diversity and Flexibility to Meet the Needs of All*. The Agency is committed to increasing the opportunities and improve outcomes for under-represented clients, a National Key Result Area. The Agency's strategies that will lead to improvement of Vocational Education and Training (VET) opportunities and outcomes for women and girls in the Territory are described below.

WOMEN'S STATUS IN SOCIETY

Consultation ensures that the real VET needs of women and girls are established along with determining processes so that these needs become an integral part of the Strategic VET Plan. The consultative and advisory groups include the NTETA Women's Reference Group and the Community Education and Training Advisory Group.

NTETA WOMEN'S REFERENCE GROUP

This group is charged with the responsibility of overseeing the Northern Territory Strategy for Women in VET.

Representation on this group comprises eight women members from NTETA Board and Advisory

Councils from a diverse spectrum of industry and the community.

Strategies developed by this group are aligned with those of the National Strategy for Women in Vocational Education and Training. The findings and recommendations of the VET *Equity Benchmarking in the Northern Territory* Report influence the Group.

The Group has operated since the early nineties and has been influential in changing the face of VET through development of action plans. Advice is given to the NTETA Board through a formal meeting structure three times a year. The Director of Planning takes carriage of approved Action Plans. One of the priorities identified by the Group has been setting of benchmarks according to National Centre of Vocational Education Research (NCVER) guidelines and this has been completed by the Agency during the past twelve months.

The 1999 Northern Territory Strategy for Women in VET will be integrated into the Community Education and Training Strategic Plan in April 1999.

COMMUNITY EDUCATION AND
TRAINING ADVISORY GROUP

This Group has been established by the Agency during this past year to provide policy advice to the Chief Executive Officer (CEO) on the broad range of VET needs for adults. Membership of the Community Education and Training Advisory Group (CETAG) is derived from training organisations, Commonwealth Government Agencies, the community, Aboriginal organisations, literacy and numeracy interest groups, disability groups and neighbourhood centres.

The Group develops a strategic plan for community education and training, provides policy advice for focus areas, allows networking of organisations and manages processes that improve quality and access to community education and training.

The Group's current assignment is to consider the VET needs of disadvantaged clients and, as females form a large part of this group, the input is significant. Liaison with the Women's Reference Group is extensive in order for the maximisation of outcomes. Advice to the CEO is crafted from all the sectors represented on the Group.

Initiatives for changing policy aimed at mainstreaming and demarginalisation of programs for disadvantaged groups are being developed.

**WOMEN'S ECONOMIC SECURITY AND
INDEPENDENCE**

The second major contribution that the Agency will make for year 1999-00 is through strategies leading to advancement of progress towards goals. Strategies identified thus far include:

- 1. a campaign to promote opportunities for women in accessing apprenticeships and traineeships. A 5% increase in female trainees over 1998 figures has been targeted. Figure 3.16 shows total female VET trainees by industry category. The 1998 figures represent 25% of the total trainees an increase of 2% over 1997;**

Figure 3.16

COMPARISON OF VOCATIONAL EDUCATION AND TRAINING FEMALE TRAINEES IN 1997 AND 1998

TITLE	1997	1998
Agriculture	0	5
Aircraft Maintenance Engineering	0	1
Automotive	0	1
Automotive Services	0	1
Baking	5	10
Beauty Therapy	0	5
Binding and Finishing	1	1
Building Construction Worker	7	5
Business	38	126
Carpentry and Joinery	1	2
Clerical Administration	69	7
Community Pharmacy Operations	21	28
Community Services	0	7
Cooking	16	21
Diesel Mechanics	1	1
Electrical Fitting Mechanics	1	1
Electrical Instrumentation	1	0
Electrical Mechanics	1	0
Electronics	0	1
Engineering	2	2
Finance	0	1
Food Processing	0	2
Graphic Prepress	2	2
Hairdressing	60	52
Horticulture	10	10
Hospitality	8	25
Information Technology	1	12
Jewellery	1	1
Laboratory Skills	0	1
Land Care	1	1
Office Clerical	3	0
Office Technology	4	2
Painting and Decorating	0	1
Pastry Cooking	2	1
Printing Machining	2	2
Printing Production Support	0	1
Prison Officer	7	15
Real Estate	0	6
Recreation Officer	16	13
Retailing	55	68
Rural Worker	7	15
School Assistant	4	4
Signwriting	1	1
Small Business Operations	114	51
Spare Parts Interpreting	1	1
Spray Painting	0	1
Tourism	4	1
Upholstering	1	0
Warehousing	1	0
Workstart	3	0
TOTAL	472	515

Note: Commencements – 553, Cancellations – 276, Completions – 234

2. **increase the Annual Hours Curriculum for training delivered to women through the Program Flexible Response Funding. The Agency through its Regional and Remote Areas Services, purchases training on behalf of Aboriginal communities throughout the Territory and monitors the outcomes. The broad range of training programs will include driver training, first aid, homemakers (care skills), horticulture, workplace trainer, computer operations and work ready skills. The estimated provision for 1999-00 is \$514 500 for women's participation in this program, which is an increase over 1998-99 funding of \$490 000. This should result in about a 1% increase in female participation. This will contribute to returning the VET female participation rate to 1997 levels of 49%;**
3. **the Agency's Competitive Tendering Program for 2000 will maintain a budget for Equity of \$470 000 first introduced into the Competitive Tendering process in 1999 for accredited programs to meet the needs of equity target groups or individuals;**
4. **implement the recommendations of the VET Equity Benchmarking in the**

Territory report funded from Australia National Training Authority's Equity Development and Training Innovation Program and completed in 1998. These will be monitored through CETAGs review of its strategic plan; and

- 5. VET in schools is very much on the VET agenda. To address concerns, the Agency will conduct an analysis of the gender balance in VET in Schools enrolments, with a view to exploring expansion of opportunity for girls in emerging technology. This will give a platform upon which can be built a secure framework to ensure that opportunities for females to participate in VET in Schools are not limited.**

Although a significant amount has been achieved over the past twelve months, much remains to be planned and implemented. Input coordinated from the two consultative groups along with guidance provided by Territory and national priorities will ensure that the Agency is at the forefront of progress towards gender equity. The Agency will rely on the work of the two groups and their strategic plans and the strategies outlined above to ensure that achievements are built on in the years ahead.

BATCHELOR COLLEGE

Batchelor College provides tertiary education opportunities for Aboriginal and Torres Strait Islander people, using programs and modes of delivery that are socially and culturally appropriate. It aims to enhance the access of Aboriginal and Torres Strait Islander people to professional and para-professional areas of occupation and to improve their general participation rate in the labour force.

The College provides a wide range of Vocational Education and Training (VET) and higher education courses, including Teaching Education, Aboriginal Health Worker Training, Business, Adult Education and Community Work. Courses are provided through mixed mode or remote area modes of program delivery. The latter includes theory in regional annexes in Tennant Creek, Katherine or Nhulunbuy. In 1998 there were approximately 2 200 students enrolled with over 70% of these being women.

WOMEN'S STATUS IN SOCIETY

CORPORATE MANAGEMENT

In the area of senior management, women figure prominently with three of the five Heads of Schools, the Registrar, and three of the seven Regional Coordinators being women. Women are encouraged and supported to upgrade their qualifications through

participation in staff development programs and formal higher education courses. Of five staff undertaking paid study leave in 1999, three are women. Of note "Media Monitors" analysis of statistics on higher education institutions stated 'the list of institutions with the highest proportion of senior female academics is headed by Batchelor College'.

WOMEN'S ECONOMIC SECURITY AND INDEPENDANCE

HIGHER EDUCATION

Slightly more than 70% of enrolments at the College in the higher education course enrolments are female.

VOCATIONAL EDUCATION AND TRAINING

Over 70% of the enrolments in the VET courses are women.

The Certificate in Community Skills offers strands including Women and Development and Arts and Crafts. These are delivered as certificates in their own right. The Women and Development strand examines the role of Aboriginal and Torres Strait Islander women within contemporary society. The Art and Craft course provides Aboriginal artists and craftspersons, many of whom are women, with an opportunity to develop their skills. It introduces them to different mediums and techniques, and provides an insight into marketing and distribution

strategies. The Women in Trade program offers basic training in community maintenance skills.

ACADEMIC AND STUDENT SUPPORT

In recognition of the importance of participation in education, a creche operates on the College premises, funded by the Commonwealth Government and subsidised by the Territory, as a Multifunctional Aboriginal Children's Service providing child care and family day care. The Centre is currently licensed for a maximum of fifty children. A Health Worker

is employed to provide on-site health care. This service is used almost exclusively by Aboriginal and Torres Strait women and it allows them to attend classes in full knowledge that their children are being cared for.

Other areas of support to women include the counselling and residential services provided to enable women to participate in education.

NORTHERN TERRITORY CORRECTIONAL SERVICES

Northern Territory Correctional Services provides an essential service to the community by contributing to effective community protection across the Territory.

This is achieved by providing the infrastructure, staffing and skills to support community protection services, offering the courts, the Parole Board and other authorities various options to deal with offenders, and assisting offenders to reintegrate into the community.

WOMEN'S STATUS IN SOCIETY

Notwithstanding the relatively low proportion of women and girls amongst the client base, the Agency has been actively pursuing an increase in the participation of women in the management and delivery of Correctional Services.

Women are encouraged to participate in external courses that will enhance management skills and further their career pathway.

During 1998-99 two Prison Officer Recruitment Courses were conducted, one each for Darwin Correctional Centre and Alice Springs Correctional Centre. Twelve of the forty-one recruits were female. The development of strategies to attract more women applicants for prison officer positions is an ongoing objective of the Agency. Growth in the employment of women prison officers has increased from sixty-two in 1998 to seventy-five as at March 1999.

Women offenders serve their term of imprisonment either at Darwin or Alice Springs Correctional Centres. The number of women prisoners remains low in comparison to males. The daily average number of women held in custody in 1998 was twenty-eight. This represents 5% of the total adult prisoner population, and compares with the average for 1997 of nineteen.

The Don Dale Centre is a purpose built twenty bed, juvenile detention centre. Facilities at the Don Dale Centre cater for educational and vocational programs that are provided by qualified teachers. During 1998 six girls were detained in the Don Dale Centre, which resulted in a daily average of one. For 212 days during the year, no girls were detained.

Figure 3.17

COURTS AND PAROLE BOARD ORDERS 1998

Type of Order	Total		Females	
	No.	No.	%	
Juveniles				
Probation	111	19	17	
Community Service Orders	156	29	19	
Adults				
Probation	216	23	11	
Parole	112	5	4.5	
Community Service Orders	1 090	176	16	
Home Detention	57	5	9	
Total	1 742	257	15	

Whilst the proportion of female community-based correctional clients increased slightly in 1998, the actual number of women has decreased by 5%.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The participation of women in Vocational Education and Training (VET) during detention is significant. At Darwin Correctional Centre 6.2% of the total prison population is female, however women fill 14% of all enrolments. These figures indicate that women are participating at higher levels than men in VET.

Completion of modules is impacted upon by prisoners being released. Transfers intra or interstate can also affect successful completion.

ELIMINATION OF VIOLENCE AGAINST WOMEN

This Agency agreed, in October 1998, to pilot the Northern Territory Court-Mandated and Court-Referred Programs for Offenders of Domestic and Aboriginal Family Violence. The program was researched and developed by the Office of Women's Policy as a best practice educative model and is being trialed in the Territory, on behalf of the nation, under *Partnerships Against Domestic Violence* arrangements. The program aims to reduce the incidence of violence and abusive behaviour in referred offenders and the pilot involves implementing, managing and monitoring program delivery.

The program operates in the Darwin Correctional Centre and through the Darwin Community Corrections Offices.

A Monitoring Committee, comprising representatives from the government and non-government sectors, has been

convened to oversee the pilot program. Correctional Services is also represented on the peak Domestic Violence Coordinating Committee.

Other programs offered include:

- the Sex Offenders Treatment Program which is provided within the correctional facilities and is designed to positively address offending behaviour of predominantly male perpetrators against female victims; and
- Anger Management Programs that generally are delivered on a one-on-one basis to predominantly male offenders who need to address general anger issues, including relationship issues.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

Prison Medical Services are provided to offenders at Darwin Correctional Centre, Alice Springs Correctional Centre and Don Dale Juvenile Detention Centre. Primary health care services to offenders include specific health programs for women.

A Forensic Mental Health Service is provided for clinical assessment and treatment services for women remandees and sentenced offenders with mental disorders in both adult institutions.

The Alcohol and Other Drugs Unit was established in June 1998 to provide a range of services to offenders in custody and on community supervision orders. Services include assessment, counselling, therapeutic and educational programs.

Both Correctional Centres offer chaplaincy, official visitors and welfare services for women. Women prisoners have access to a wide range of sporting activities such as

basketball, volleyball and netball, along with a variety of recreational activities.

Female prisoners are generally permitted greater leniency in regard to visitors. Young children are allowed considerable access time and are permitted to access prisoners quarters. Visitation to prisoners transferred from Darwin to Alice Springs Correctional Centre has been enhanced through access to an Agency funded video

conference facility. This has been predominantly utilised by women including wives, girlfriends and mothers.

New accommodation for accompanying infants at Darwin Correctional Centre will be completed by May 1999 and will provide two rooms with washbasin, change table etc to better accommodate female prisoners with young babies.

NORTHERN TERRITORY TREASURY

Northern Territory Treasury is responsible for the economic and financial management of the Territory within the fiscal targets identified by the Government.

Women constitute a majority of the organisation's workforce with 58% of total employees being female. Women occupy seven of the executive management positions constituting 40% of the senior positions in Treasury.

WOMEN IN THE BUDGET

The Agency makes a significant contribution to the identification of initiatives that impact on women by working with the Office of Women's Policy to produce the *Women in the Budget* publication. As in other years, Treasury has had the major editorial role, coordinated the collation of agency information and published the 1999-00 *Women in the Budget*. Treasury also provides key statistical information and authors various sections.

PROFESSIONAL DEVELOPMENT

The Agency is committed to the professional development of female staff and encourages participation by women in relevant personal and professional development programs. Equal Employment Opportunity awareness programs are arranged and all Treasury employees are strongly urged to attend.

WORK PRACTICES

Managers in Treasury are encouraged to recognise issues and support staff that have family responsibilities. Flexible work arrangements are supported and a number of women have taken advantage of this, especially in relation to return to work following maternity leave. Part-time work is also encouraged and is particularly attractive to women who juggle work and home responsibilities.

DEPARTMENT OF TRANSPORT AND WORKS

The Department of Transport and Works specialises in public works construction and infrastructure development, transport policy, regulation and systems, and a range of Government advisory and commercial services; including NT Fleet and the Darwin Bus Service.

WOMEN'S STATUS IN SOCIETY

To Encourage a More Positive Portrayal of Women in Public Life

The Darwin Bus Service and Buslink recently participated in a Bus Rodeo in which drivers were assessed on their skills in handling the bus (speed, accuracy, safety and placement of the vehicle). Of the winning three drivers, two were women. These skill based events will continue and a driver chosen to represent the Territory at the interstate Bus Rodeo.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

To Promote Work and Family Issues to Employers to Improve the Balance Between Family and Work Life

Equity culture and Friendly Family policies are promoted through the Agency Intranet home page site. A link has been created to Equal Employment Opportunity (EEO) issues, legislation and the new *Workplace Diversity Plan 1998-00*. This site includes information on childcare services, as well as information to encourage managers and supervisors to recognise and support

staff with parenting responsibilities. A balance between work and family issues is endorsed where reasonably applicable through flexible working practices policy and 'work from home' arrangements in accordance with the *Public Sector Employment and Management Act*. The EEO home page site is being updated to create a one-stop-shop, for providing information, measuring staff interest, and EEO queries.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

To Provide Affordable, Safe and Well Planned Public Transport Systems to Meet the Social and Economic Needs of Women and Children

In recognition of passenger needs and easier access to public buses, twenty 'low floor' buses are in operation, with an order for a further four contracted. These buses increase access for the elderly and mothers with young children.

ELIMINATION OF VIOLENCE AGAINST WOMEN

Continue to Construct Bus Stops that have Shelter to Protect Passengers from the Weather and Are Well Lit to Provide Greater Safety for Women and Children Travelling at Night

The Palmerston bus shelter is being upgraded with the area of weather protection shelter, number of bus bays, passenger parking, and drop off areas increasing. Plans for the Palmerston

interchange also include increased lighting and four surveillance cameras on the platforms to improve visibility and safety of passengers at night. All buses are equipped with radios that can be used in situations of duress. These initiatives help female users of public transport to feel safer.

During 1998-99 eight new bus shelters were built, with a further eight planned along routes in 1999-00.

Examine Innovative Ways to Provide Safer Night Travel for Passengers

The Agency introduced a new regulatory framework on 1 January 1999. This removed the number controls of public transport, that is taxis, private hire cars and mini buses while continuing to maintain vehicle safety standards and customer focus. The Territory is the first jurisdiction in Australia to deregulate this transport sector, which should lead to increased numbers of commercial passenger vehicles and access to women and girls, especially at night when needed most.

OFFICE OF COURTS ADMINISTRATION

The role of the Office of Courts Administration is to support the judges and magistrates in the effective functioning of the Supreme Court and Magistrates Courts. The Agency's mission is to provide outstanding professional service to support the operation of the courts so that the Northern Territory has a speedy, equitable and affordable justice system.

Many of the Agency's programs and services impact on women who have dealings with the courts, particularly in specific areas such as domestic violence and sexual assault, where women constitute the majority of victims. Programs and services of direct relevance to women are outlined below.

SUPREME COURT AND MAGISTRATE COURTS

Closed circuit television

Facilities have been provided for victims of crime and vulnerable witnesses to give evidence by means of closed circuit television, to provide greater security and reassurance. The appropriate equipment has been installed in the Supreme Court, Darwin, and at Magistrates Courts in Darwin, Alice Springs and Katherine.

Separate waiting rooms for victims of assault

A separate waiting room away from the main foyer area has been established in the Darwin Magistrates Court building, where victims and witnesses can be isolated from defendants while waiting for their court appearances. The larger court buildings in Alice Springs and Katherine generally have sufficient interview rooms or separate areas

for this purpose. There are difficulties in providing this facility for the regional and circuit courts, although the problem is still under examination.

Gender awareness – judiciary

Funds are available for judges and magistrates to attend workshops and seminars on gender awareness. This is to address the community perception that possible bias against women exists in the judicial system.

MAGISTRATES COURTS

Facilities for domestic violence legal services and counsellors

Office accommodation and facilities are provided for staff of the Domestic Violence Legal Help Services at courts in Darwin and Alice Springs. The services provide legal assistance and counselling. The offices are located in areas separated from the main court foyers to provide a more secure environment, but allowing easy access to the Court.

Staff in all courts, particularly those in the regional areas, provide practical advice and assistance to clients seeking domestic violence restraining orders.

Facilities for volunteer support service

An office has been provided at the Darwin Magistrates Courts for a voluntary support officer from the Salvation Army. The officer provides pastoral care, advice and assistance to court clients and their families. A bridging program to assess clients for alcohol rehabilitation is also available.

Domestic violence court support group

The Domestic Violence Court Support Group was formed in 1997 at Darwin Magistrates Courts. The Registrar and the Court Coordinator are members of the group.

The primary aim of the group is to examine ways of improving support to Domestic Violence victims. A proposed program for recruiting and training volunteers is presently under discussion.

DEPARTMENT OF CORPORATE AND INFORMATION SERVICES

With the creation of the Department of Corporate and Information Services it was recognised, by the very nature of the occupational groups being brought together, that a large number of female employees would be a feature of the new Agency.

The Government recognised this fact by incorporating into its Planning for Growth statements specific policy directions of benefit to women.

The Agency's strategic direction, as reflected in its corporate objectives is to promote, encourage and develop its women employees by being open in its approach, clear in its directions and supportive in the application of its policies.

Those specific directions were that DCIS would:

- be a flagship in the introduction of innovative and flexible work practices;
- lead the way in family friendly work policies and practices;
- enhance career opportunities for women by bringing together the functions previously carried out in small agencies;
- provide increased employment opportunities in regional centres in occupational groups having traditionally high female participation (eg Human Resources/Salaries); and

- provide greater opportunities to women in balancing their employment and other responsibilities by establishing offices at Palmerston and Casuarina.

The Agency has only been in existence since October 1998 with the vast bulk of employees joining the Agency in January 1999.

By that time some 1 211 employees had joined the Agency of which 768 or 63% were women. Women employees are primarily employed in traditional corporate support areas (494) or in libraries (84).

Since its inception the Agency has established the Palmerston and Casuarina offices with forty-one employees at Palmerston (82% women) and eighty-six employees at Casuarina (83% women).

These locations greatly facilitate the ability of female employees to balance work, home and carer needs. The extent to which these initiatives were supported by employees is evidenced by the fact that the number of women seeking placement in both locations far exceeded the available positions and work space.

The Agency has established a Carers Room in the Darwin office, equipped with a sofa-bed, some entertainment equipment and a work-station which enables employees responsible for the care of other family members to provide that care in "one-off" situations without

the loss of productivity associated with an absence from work.

Should this pilot prove successful similar facilities may be established at other locations.

The Agency has published and distributed a discussion paper on flexible work practices. The objective is to give staff the opportunity to identify preferred work patterns and to implement these patterns provided employee safety is not compromised.

Whilst only fifty-eight employees (93% women) are currently employed on a part-time basis this is expected to significantly increase as employees, particularly those returning from parental leave, are exposed to an environment supportive of non-traditional work patterns.

The nature of the work undertaken by the Agency, together with the high level use of technology is conducive to home-based working with one employee already employed in that capacity and others, particularly those responsible for pre-school children, observing this initiative with interest.

NORTHERN TERRITORY SUPERANNUATION OFFICE

Superannuation Schemes

The Northern Territory Superannuation Office directly administers several Territory public sector schemes, including the Northern Territory Government and Public Authorities Superannuation Scheme (NTGPASS) which is the major scheme for Territory public sector employees. The NTGPASS will be closed to new employees from 1 July 1999 with the rights and entitlements of current members fully protected. A new accumulation scheme funded at the

superannuation guarantee level will be established for new employees from 1 July 1999.

WOMEN'S ECONOMIC SECURITY AND INDEPENDANCE

Women constitute 62% of the 12 000 NTGPASS members and are represented on both the Investment Board and the Review Board of the Scheme. Some provisions of the scheme which are of particular relevance and interest to women in the work force are:

- coverage of part-time employees;
- flexibility in regard to member contribution rates;
- the Government has announced that members will also have the ability to make additional contributions above the current 6% maximum contribution rate;
- continuation of death and invalidity cover during periods of leave without pay;
- the option to contribute while on maternity leave without pay;
- no administrative fees or charges on member accounts;
- transfer benefits payable to exiting members who join membership with participating public sector superannuation schemes. This is an advantage to short term employees who would otherwise have not received a fully vested employer-financed NTGPASS benefit; and
- the option of preserving benefits until retirement age in the NTGPASS upon leaving the Territory service.

The Superannuation Office has implemented a number of initiatives which should assist women with their superannuation arrangements:

- enhanced communications with members through the Superannuation Office Home Page on the Intranet and Internet, circulars and annual reports to ensure members are provided more detailed membership and scheme information; and
- assisted the Women's Advisory Council with the preparation of the booklet *Superannuation - What Women Need to Know* as part of a financial information package released by the Government specifically for women.

In recognising that women can be disadvantaged in superannuation particularly due to frequent broken work patterns, a number of legislative/regulatory changes have been introduced to assist women in saving for retirement:

- transfer protocol arrangements where superannuation accounts spread over a number of superannuation funds can be easily amalgamated into the member's current fund;
- protection of superannuation accounts of less than \$1 000 from being eroded by fees and charges;
- a 10% tax rebate of up to \$1 000 of personal superannuation contributions made by low to medium income earners;
- an 18% tax rebate for a waged spouse on contributions up to \$3 000 per annum made to a superannuation fund or Retirement Savings Account (RSA)

- in respect of a non-working spouse or a working spouse earning less than \$13 800 (the \$3 000 threshold reduces by one dollar for each dollar of the spouse's income which exceeds \$10 800);
- full vesting of superannuation guarantee (minimum employer superannuation) benefits;
- the maximum age at which employees are able to make contributions to a superannuation fund increased from sixty-five to seventy years of age;
- preservation standards preventing access to compulsory superannuation amounts prior to retirement from the work force, including the phased-in increase in the preservation age from fifty-five to sixty years of age;
- introduction of RSAs through banks, life offices, building societies and credit unions which provide flexible superannuation arrangements for those who experience regular broken work patterns;
- extended preservation rules from 1 July 1999 will provide for all future superannuation contributions (made by both employer and employee) and earnings to be preserved so that more can be saved for retirement;
- greater flexibility and freedom of choice with the proposed introduction of fund choice to new employees from 1 July 1999 and to existing employees from 1 July 2000; and
- the examination of equitable arrangements in respect of the treatment of superannuation upon dissolution of marriage.

Women in the Budget

Figure 3.18

NEW NTGPASS MEMBERS AND EXITS TO 31 MARCH 1999

Membership	Females		Males		Total	
	No	%	No	%	No	%
Members at 1 July 1998	7 198	61	4 535	39	11 733	100
New members to 31 March 1999	1 067	69	489	31	1 556	100
Exits to 31 March 1999						
Resignation	440		253		693	
Age Retirement	29		26		55	
Retrenchment	25		20		45	
Invalidity	10		7		17	
Death	3		2		5	
Total Exits	507	62	308	38	815	
Members at 31 March 1999	7 758	62	4 716	38	12 474	100

OFFICE OF COMMUNICATIONS, SCIENCE AND ADVANCED TECHNOLOGY

The Office of Communications, Science and Advanced Technology aims to create social, cultural and economic opportunities for all Territorians through communications, science and advanced technology. The Office's agenda is to provide leadership, vision and strategic direction in the rapidly developing global economy, and in doing so recognise the increased scope for women in the Territory to become part of the online economy and participate in its benefits.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

1998-99 ACHIEVEMENTS

Economic security is achievable by working online, as the Internet can provide flexible working hours and unlimited markets. The Office has endeavoured to further women's opportunities in business and government by increasing access to information through awareness raising of using the Internet to do business. Breakfast briefing sessions titled "Life In The Information Age" have targeted subjects such as electronic commerce, the clothing and textile industry, and women in business. These sessions were held in Darwin and Alice Springs, and for 1999-00 are planned to extend to Katherine and Tennant Creek.

Regional Summits were held in Alice Springs and Katherine to promote the use of online technology for small business, and over 60% of attendees were women.

The *Electronic Outback* is a project developed by the Office and funded through the Commonwealth's Regional Telecommunications Infrastructure Fund to provide infrastructure to sixty-six remote communities within the Territory. The project will enable communities to receive broadband communications such as Internet for information, teleconferencing facilities to enable telehealth and telemedicine, and e-mail for communication. In providing this access, it is hoped to reduce feelings of isolation and therefore reduce staff turnover and improve social and economic opportunities through increased information flow. This in turn will improve education, health, and law and order in remote areas and lead to a higher standard of living. It will also allow electronic business over the Internet, creating a method of income, and improving the sustainability of communities.

FORWARD PLAN

1999 is Online Australia Year and projects are being developed to build awareness of the online world and to promote community involvement in the Internet.

The Office is promoting innovative approaches to the use of the Internet, through a Virtual Mall Market, and interactive opportunities with a seminar and a travelling road show outlining benefits of the Internet and electronic commerce. Women will be addressed specifically to ensure their participation.

Other projects include working with Agencies to develop specific sector strategies, and these will impact upon opportunities for women. These include a Multi-modal Transport Hub, an Electronic Commerce Strategy, a Tourism Strategy and managing broadcasting issues. These projects will create market and career

possibilities for women. The Office will continue working with the Department of Industry and Business, Women's Consultative Council, and Office of Women's Policy to deliver appropriate electronic commerce and Internet awareness raising activities to Territory women.

ANTI-DISCRIMINATION COMMISSION

The Anti-Discrimination Commission's sole activity is administration of the Northern Territory Anti-Discrimination Act 1992.

1998-99 ACHIEVEMENTS

Increasing and expanding existing networks so that isolated women can be contacted and consulted to ensure their specific needs are addressed, and the understanding on anti-discrimination legislation and sexual harassment can be developed.

Existing networks with isolated women continued to be strengthened by regional visits. Contact with women in remote areas was facilitated with the assistance of other agencies in both the public and private sectors, and interpreters were used where appropriate.

Formal training program consists of regional visits on a regular basis where contact is made with women's groups.

The Commission provides information and awareness training in organisations such as Batchelor College and Northern Territory University Faculty of Aboriginal and Torres Strait Islander Studies and Nungalinga College. This may be the only access to information for women from remote communities.

Promoting the rights of women with an impairment to fair and equitable treatment in all areas covered by the Act.

Extensive consultation with advocacy groups was undertaken throughout the year. A public education program targeting specific groups is raising awareness. The result was an increase in enquiries to the rights of women with disabilities.

Increasing awareness of fair and equitable recruitment, training and promotional practices with particular regard to impediments facing women (including indirect discrimination).

This process will need expansion over the years. The private sector is seeking assistance from the Commission. The Commission works closely with the Chamber of Commerce and Industry and allied peak groups. The Commission offers training through these groups to their members.

The Commission participated in the review of the Affirmative Action Agency roles and responsibilities.

The Commission participated in the pregnancy issue initiated by the Human Rights and Equal Opportunity Commission.

Continuing liaison with Government Agencies to ensure they are well versed on anti-discrimination legislation so they can advise women from a non-English speaking background and Aboriginal women.

The Commission supports the initiatives of and liaises with the Office of Ethnic Affairs to maximise assistance and advice to women of non-English speaking background.

Training sessions are delivered which address both direct and indirect discriminations faced by women. The strategies for overcoming barriers to equality of opportunity are discussed in a manner which encourage vulnerable women to gain confidence. The sessions target women working in Aboriginal organisations and the private sector.

*Working through translators to increase awareness of the **Anti-Discrimination Act** in Aboriginal communities and non-English speaking background groups.*

There has been continued achievement in this area. Translation of material into selected Aboriginal languages was completed, and information presented in: Anindilyakwa, Djambarrpuyu, Murrinh-Patha, Tiwi, Gupapuyu, Kriol, Kunwinjku, Warumungu, Central Western and Eastern Arrente, Purume, Warlpiri, Pitjantjatjara and Luritja.

Tapes have been produced in Aboriginal languages advising women of their rights and are being distributed.

Training sessions for interpreters and migrant community groups are now regularly held in Darwin and regionally.

The Commissioner addressed peak migrant groups and has a formal policy on working with interpreters or translators.

The Commissioner has initiated an inquiry into aboriginal interpreters for the courts.

1999-00 PRIORITIES

The Commissioner has determined that priorities for women in 1999-00 will include, but will not be limited to:

- monitoring of the appropriateness and effectiveness of programs, and service delivery, to immigrant women and

women of non-English speaking backgrounds;

- promotion of the **Northern Territory Anti-Discrimination Act 1992** which makes discrimination based on sex unlawful in many areas;
- advice to Government of any impediments to women receiving fair and equitable treatment;
- preparation of Facts Sheets in the most commonly used Aboriginal languages;
- use of all available media, including radio, to reach isolated communities throughout the Territory;
- continuing public education and awareness programs throughout the public and private sectors with regard to sexual harassment and the Act;
- liaison with both the public and private sectors to promote non discriminatory procedures and practices in the workforce;
- publication of guidelines and codes of practice to eliminate bias and systemic discrimination amongst women; and
- distribution of Facts Sheets in languages other than English, (Tngalog, Vietnamese, Indonesian, Thai, Chinese and Portuguese).

OFFICE OF ABORIGINAL DEVELOPMENT

The Office of Aboriginal Development aims to encourage and support the contribution and participation of Aboriginal people in the economic and social development of the Northern Territory by:

- generating greater economic value for Aboriginal people from their land and resources;
- improving the social well being of Aboriginal people, their communities and the Territory through effective law and justice strategies; and
- improving whole-of-government policy coordination and development in Aboriginal affairs.

WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

A goal of the Office is to encourage greater participation by Aboriginal people in the Territory economy by developing business enterprise proposals. The Office employs a Senior Project Officer (Business) to work directly with Aboriginal people interested in establishing a business. There are presently thirty proposals on which the officer is providing assistance. Of these, eighteen are businesses that are have women directors. The large number represents a significant move towards economic development as the means by which Aboriginal women want to tackle their own advancement.

ELIMINATION OF VIOLENCE AGAINST WOMEN

The pursuit of the Aboriginal Law and Justice Strategy is a major initiative of the Office. The Office is assisting in development and implementation of Law and Order Plans in communities with major law and order problems. Significant progress has been made at Ali Curung and Port Keats.

At Ali Curung, where a Law and Order Plan has been in place for two years, the impact has been:

- the number of offenders appearing before the Court has declined in each of the last three quarters;
- the overall level of crime is down significantly;
- assaults against women (domestic violence) has decreased by over 50%. It should be noted that the main offenders in domestic violence occurrences are men;
- all fifteen categories of crime recorded at Ali Curung in the last twelve months have fallen between 7 and 53%;
- a women's safe house has been established and an all-women committee is in charge of its operation;
- an all-women night patrol has been established and has operated very successfully; and

- **Northern Territory Correctional Services have been able to reduce their need to visit the Community by 50%.**

It would appear the various diversionary strategies developed through Law and Order Plan are having an impact on the levels of crime, and a reduced workload for the Law and Justice system. Extensive monitoring of the effects of the plan will continue by the Office.

These initiatives have received strong support from the women of Ali Curung and Port Keats and there have been calls from many other communities for similar

initiatives. At this time the Office is assisting in the development of a Plan for Lajamanu and Yirkala. At Lajamanu the Tribal Council has identified family violence as the major issue to be addressed by under the Law and Order Plan.

In November 1998 the Aboriginal Law and Justice Strategy was awarded a major prize in the prestigious Australian National Violence Prevention Awards. The \$5 000 prize has been given to the Ali Curung Council, whose members have indicated that they intend to use the money to support new youth programs as this is their major focus area for the coming year.

ABORIGINAL AREAS PROTECTION AUTHORITY

The Aboriginal Areas Protection Authority continues to operate as a prescribed statutory corporation established by the Northern Territory Government under the provisions of the *Northern Territory Aboriginal Sacred Sites Act 1989*.

The Authority is unique in that, by law, not only must the Board be comprised of both men and women, but also, either the Chairman or Deputy Chairman must be a woman. This structure came into effect in 1989, and currently the Deputy Chairman is a woman.

PROTECTION OF SACRED SITES

Many issues associated with the protection of Aboriginal sacred sites can be discussed by both men and women. However, some knowledge is traditionally considered gender specific. To equip the Authority Board for dealing with either circumstance, the current Act requires that at least five of the twelve members of the Board are men,

and also that at least five members are women.

The gender balance in the Authority Board, and the gender specific requirements inherent in the Authority's functions, are to some extent mirrored in the gender balance among the staff currently employed. Indeed, recording Aboriginal traditional concerns in relation to the protection of sacred sites requires, in practice, that research officers of both sexes are employed in each office. Currently three out of nine research staff are women.

The structure and functions of the Authority, in reflecting Aboriginal traditional concerns and as laid down in the Act, already include pursuit of the gender specific concerns of both women and men with regard to the protection of sacred sites.

WORK HEALTH AUTHORITY

The Work Health Authority is primarily responsible for the administration of the *Work Health Act*. The Act establishes the regulatory framework of occupational health and safety and workers compensation schemes in the Northern Territory.

The Authority continued to emphasise education programs that reach a broad cross-section of the business community, aimed at improving awareness and understanding of work health issues. Industries with a high proportion of female workers such as retail, tourism and hospitality, community services, and office work, were targeted as planned.

HEALTH AND WELL-BEING OF TERRITORY WOMEN

1998-99 ACHIEVEMENTS

Continue to promote awareness of the safe practices to manage hazards prevalent in occupations dominated by women.

These include prevention safety in the office, prevention of occupational overuse syndrome and the prevention of manual handling injuries in the retail, community services, and the tourism and hospitality sectors.

The Authority conducts a range of well attended workshops and seminars throughout the Territory. The past year has seen a number of topics addressed which are of particular interest to working women. These include manual handling, shift work, promoting safe behaviour, and

managing safety. Since 1997 there has been an increase in the number of women attending generic safety management seminars. In 1998 approximately 40% of the people attending these seminars were women.

Work Health Officers continue to assist a number of businesses employing high numbers of female workers to develop comprehensive safety management programs. These workplaces include hotels, supermarkets and nursing homes.

Network with Industry Training Councils and unions representing female dominated industries, the Working Women's Centre and the Women's Advisory Council to ensure the work health needs of women are met in ongoing education and training strategies.

The Authority continues to work in partnership with the Lady Gowrie Centre Child Care Service in Western Australia to produce a training book on occupational health and safety in the child care industry. It is expected that this book will become a standard educational text in a number of Australian States and Territories. It is planned to publish the book by late 1999.

Ensure working women have access to equitable workers compensation benefits.

Partial outsourcing of the mediation service is currently being organised. This will result in the appointment of another five female mediators and three male mediators.

Appendix

**AGENCY EMPLOYMENT
CLASSIFICATIONS BY GENDER**

AGENCY EMPLOYMENT CLASSIFICATIONS BY GENDER

This appendix presents information on Northern Territory public sector agency staff by employment classification and gender. The information is presented for all Budget Agencies and has been sourced from the Government's Personnel Information Payroll System (PIPS), as at 31 March 1999. Northern Territory University, Centralian College, and Northern Territory Rural College supplied their own figures.

Agency staffing data is at the Full Time Equivalent (FTE) level, and has been rounded to the nearest whole number.

The FTE data from PIPS is based on a 'salary based' algorithm to ensure consistency across Agencies. The data is for the purpose of analysis of gender staffing levels and is not related to the Agency's staffing quota.

LEGEND

Title	Classification	Title	Classification
Chief Executive Officer	CEO	Physical Officer	PH9
Executive Officer	EO6		PH8
	EO5		PH7
	EO4		PH6
	EO3		PH5
	EO2		PH4
	EO1		PH3
Administrative Officer	AO8		PH2
	AO7		PH1
	AO6	Registered Nurse	RN6
	AO5		RN5
	AO4		RN4
	AO3		RN3
	AO2		RN2
	AO1		RN1
Professional Officer	P4	Competency Based Training	B
	P3	Contract	C
	P2	Rostered Day Off (RDO)	R
	P1	Technical and Further Education	TAFE
Technical Officer	T6	Power and Water Manager Technical	WMT2
	T5		WMT1
	T4	Power and Water Professional Officer	WPR4
	T3		WPR3
	T2		WPR2
	T1		WPR1
Technical Officer 2 Trainee	T2T	Power and Water Technical Officer	WT6
			WT5
			WT4
			WT3
			WT2
			WT1

AUDITOR-GENERAL'S OFFICE

Classification	Male	Female	Total
Auditor-General	1		1
EO1	2		2
AO5		1	1
Total	3	1	4

OMBUDSMAN'S OFFICE

Classification	Male	Female	Total
Ombudsman	1		1
EO1C		1	1
EO1	1		1
AO7	2	3	5
AO5	1	3	4
AO4		1	1
AO3		1	1
AO2		1	1
Total	5	10	15

DEPARTMENT OF THE CHIEF MINISTER

Classification	Male	Female	Total
CEO	1		1
EO5C	1		1
EO4C	4		4
EO3C	2		2
EO3	1		1
EO2C	5	1	6
EO2	2		2
EO1C	15	2	17
EO1	5	3	8
AO8	8	10	18
AO7	6	8	14
AO6	1	21	22
AO5	2	11	13
AO4	4	19	23
AO3	4	18	22
AO2		11	11
AO1	4	7	11
AO1B	1	3	4
P4	1	1	2
P3		2	2
P2		1	1
T4	1		1
T3	2		2
PH6R	1	1	2
PH4R		1	1
PH3R	4	3	7
PH2R	6		6
Total	81	123	204

DEPARTMENT OF THE LEGISLATIVE ASSEMBLY

Classification	Male	Female	Total
CEO	1		1
EO2C	1		1
MLA	22	3	25
AO8	3	3	6
AO7	2	2	4
AO6		1	1
AO5		2	2
AO4	7	28	35
AO3	3	2	5
AO2	1	3	4
P4	1		1
Total	41	44	85

Legend

MLA Member of the Legislative Assembly

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Classification	Male	Female	Total
Director	1		1
EO2C	1		1
EO1C	5	1	6
AO5		1	1
AO4	1	4	5
AO3		9	9
AO2		1	1
AO1	1	2	3
P4	2	2	4
P3		2	2
P2	3	5	8
P1		2	2
Total	14	29	43

ANTI-DISCRIMINATION COMMISSION

Classification	Male	Female	Total
Commissioner		1	1
AO7		1	1
AO6		1	1
AO5		2	2
AO4		1	1
AO1B		1	1
AO1		1	1
P4		1	1
Total		9	9

OFFICE OF COURTS ADMINISTRATION

Classification	Male	Female	Total
Chief Justice	1		1
Judge	6	2	8
Chief Magistrate	1		1
Deputy Chief Magistrate	1		1
Magistrate	6	1	7
Master Supreme Court	1		1
Territory Coroner	1		1
CEO	1		1
EO1		1	1
AO8	1		1
AO7		3	3
AO6	2	4	6
AO5	3	1	4
AO4	5	18	23
AO3	5	18	23
AO2	3	28	31
AO1		7	7
P4		4	4
P3		1	1
PH2		3	3
Total	37	91	128

NORTHERN TERRITORY ATTORNEY-GENERAL'S DEPARTMENT

Classification	Male	Female	Total
Solicitor General	1		1
CEO		1	1
EO3C	2		2
EO2C	4		4
EO2	1	1	2
EO1C	4	3	7
EO1	2	1	3
AO8		3	3
AO7	3	2	5
AO6	1	4	5
AO5	2	9	11
AO4		17	17
AO3	4	16	20
AO2	1	5	6
AO1	3	3	6
P4	1	1	2
P3	1		1
P2	3	3	6
P1	2	3	5
T4	1		1
T3	2		2
T2	1	1	2
Total	39	73	112

NORTHERN TERRITORY TREASURY

Classification	Male	Female	Total
CEO	1		1
EO5C		1	1
EO4C	1		1
EO3C	1		1
EO2C	2	1	3
EO1C	7	4	11
EO1		1	1
AO8	3	6	9
AO7	11	10	21
AO6	11	7	18
AO5	12	8	20
AO4	10	21	31
AO3	6	23	29
AO2	2	4	6
AO1B	1	2	3
AO1		3	3
Total	68	91	159

NORTHERN TERRITORY TOURIST COMMISSION

Classification	Male	Female	Total
CEO	1		1
EO2C	1		1
EO2	2		2
EO1C		1	1
EO1	2	1	3
E7		2	2
E2		2	2
E1		3	3
AO8		2	2
AO7	3	6	9
AO6	2	10	12
AO5		10	10
AO4	4	12	16
AO3	1	9	10
AO2	1	2	3
NTTCI		4	4
NTTC1		5	5
NTTC2	1		1
NTTC3	3	11	14
NTTC4		2	2
NTTC5		3	3
NTTC6	2		2
Honorary	2		2
Total	25	85	110

Additionally, the following personnel are employed in international offices located in Frankfurt and Singapore.

Regional Director	1		1
Sales and Marketing Executive		1	1
Manager		1	1
Senior Administrative Officer		1	1
Marketing Representative		3	3
Total	1	6	7

Legend

NTTCI Northern Territory Tourist Commission Interstate Employee Level
 NTTCC Northern Territory Tourist Commission Employee Level

NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

Classification	Male	Female	Total
Police			
Commissioner	1		1
Deputy Commissioner	1		1
Assistant Commissioner	3		3
Commander	6	1	7
Superintendent	22	1	23
Senior Sergeant	38	6	44
Sergeant	94	11	105
Brevet Senior Sergeant	2		2
Brevet Sergeant	26	2	28
Senior Pilot	1		1
Pilot	1		1
Constable	376	92	468
Constable P/T		1	1
Special Constable`	1		1
Constable	38	14	52
Police Auxiliary	40	57	97
Aboriginal Community Police	33	3	36
Fire and Emergency			
Superintendent	1		1
Divisional Commander	5		5
Station Commander	16		16
Station Officer	16		16
Senior Firefighter	36	1	37
Senior Firefighter Qualified	15		15
Firefighter Qualified	19		19
Firefighter B	3		3
Firefighter C	4		4
Firefighter D	11		11
Firefighter Recruit	8		8
Fire Auxiliary	11	1	12
Support Staff			
EO3C	1		1
EO1C	5	1	6
EO1	1		1
AO8	1	2	3
AO7	2	2	4
AO6	5	7	12
AO5	1	2	3
AO4	9	12	21
AO3	5	20	25
AO2	5	53	58
AO1	3	9	12

Women in the Budget

Classification	Male	Female	Total
P3	1	1	2
P2	1	5	6
T6	1		1
T5	2		2
T4	4		4
T3	4		4
T2	3	1	4
T1		1	1
PH8	3		3
PH7	3		3
PH5	3		3
PH4	4		4
PH2	10	4	14
Total	905	310	1215

PARKS AND WILDLIFE COMMISSION OF THE NORTHERN TERRITORY

Classification	Male	Female	Total
CEO	1		1
EO2C	1		1
EO1C	4		4
AO8	6	1	7
AO7	1	1	2
AO6	3	2	5
AO5	1	1	2
AO4		5	5
AO3	1	8	9
AO2		12	12
P4	1		1
P3	8	3	11
P2R	3	1	4
P2	28	4	32
P1R	16	8	24
P1	5	10	15
T6	2		2
T5R	3		3
T5	6	1	7
T4R	7		7
T4	7	1	8
T3R	22	5	27
T3	23	5	28
T2R	36	6	42
T2	7	6	13
T1R	37	27	64
T1	13	12	25
PH6	1		1
PH5R		1	1
PH4R		1	1
PH3R	2	1	3
PH3	1		1
PH2R	4		4
PH2	1	2	3
Total	251	124	375

DEPARTMENT OF TRANSPORT AND WORKS

Classification	Male	Female	Total
CEO	1		1
EO5C	1		1
EO4C	1		1
EO2C	4		4
EO1C	6		6
EO1	7		7
AO8	10	5	15
AO7	3	5	8
AO6	8	9	17
AO5	13	22	35
AO4	22	38	60
AO3R	6	1	7
AO3	16	52	68
AO2	11	64	75
AO1	3	10	13
PH6R	4		4
PH5R	2		2
PH5	2		2
PH3R	41	4	45
PH2R	1		1
P4	9		9
P3	25		25
P2	18	7	25
P1	5	1	6
T6	3		3
T5R	1		1
T5	28	1	29
T4	78	2	80
T3R	1		1
T3	55	3	58
T2T	3	1	4
T2	26	5	31
T1	2		2
Total	416	230	646

WORK HEALTH AUTHORITY

Classification	Male	Female	Total
EO2C	1		1
AO7	1	1	2
AO6	2		2
AO5		1	1
AO4	1	2	3
AO3		5	5
AO2	1	4	5
P3	1		1
P2	1		1
T5	5		5
T4	15		15
Total	28	13	41

Note: The CEO of the Work Health Authority is also the CEO of the Department of Industries and Business, and is not included here.

DEPARTMENT OF INDUSTRIES AND BUSINESS

Classification	Male	Female	Total
CEO	1		1
EO3C	1		1
EO1C	1		1
EO1	3	1	4
AO8	3	2	5
AO7	6	4	10
AO6	3	4	7
AO5	5	9	14
AO4		11	11
AO3	1	16	17
AO2		7	7
T4	3		3
T3	1		1
Total	28	54	82

RACING AND GAMING AUTHORITY

Classification	Male	Female	Total
EO4C	1	1	2
EO1C	1		1
AO8	1	1	2
AO7	2	1	3
AO6	4	2	6
AO5	7	2	9
AO4	8	8	16
AO3		3	3
AO2	1	6	7
T5	1		1
T4	1		1
Total	27	24	51

Note: Incorporates staffing figures form Liquor Commission.

The CEO of the Racing and Gaming Authority is also the CEO of the Department of Industries and Business and is not included here.

ABORIGINAL AREAS PROTECTION AUTHORITY

Classification	Male	Female	Total
CEO	1		1
AO8		1	1
AO7	1		1
AO6		1	1
AO5	1		1
AO4		1	1
AO3		2	2
AO2		1	1
P4		1	1
P2	4	2	6
T4	1		1
T2		1	1
Total	8	10	18

**DEPARTMENT OF LANDS, PLANNING AND
ENVIRONMENT**

Classification	Male	Female	Total
CEO	1		1
EO3C	1		1
EO2C	3		3
EO1C	3	2	5
EO1	4		4
AO8	6	2	8
AO7	4	3	7
AO6	10	7	17
AO5	7	11	18
AO4	9	29	38
AO3		12	12
AO2		26	26
AO1	1	4	5
P4	9		9
P3	18	4	22
P2	40	20	60
P1	8	15	23
T6	1		1
T5	7		7
T4	16	1	17
T3	38	8	46
T2T	2	1	3
T2	19	5	24
T1	14	4	18
Honorary	1		1
Total	222	154	376

TRADE DEVELOPMENT ZONE AUTHORITY

Classification	Male	Female	Total
EO1	1		1
AO8	1		1
AO5	1	1	2
AO4		2	2
PH2	1		1
Total	4	3	7

Note: The CEO of the Trade Development Zone Authority is also the CEO of the Department of Asian Relations and Trade, and is not included here.

DEPARTMENT OF ASIAN RELATIONS AND TRADE

Classification	Male	Female	Total
CEO	1		1
EO2C		1	1
EO1	1		1
AO7	4	3	7
AO5	1	3	4
AO4	1	1	2
AO3		2	2
Total	8	10	18

DEPARTMENT OF MINES AND ENERGY

Classification	Male	Female	Total
CEO	1		1
EO3C	2		2
EO2C	7		7
EO1C	3		3
EO1	2		2
AO8	4	3	7
AO7	3	1	4
AO6	5	5	10
AO5	4	5	9
AO4	5	16	21
AO3	1	15	16
AO2	2	12	14
AO1	4	1	5
P4	6	1	7
P3	11	1	12
P2	20	8	28
P1	4	2	6
T6	2		2
T5	3		3
T4	4		4
T3	7	6	13
T2	2	2	4
T1	6		6
Total	108	78	186

DEPARTMENT OF CORPORATE AND INFORMATION SERVICES

Classification	Male	Female	Total
CEO		1	1
EO3C	1		1
EO2C	2		2
EO1C	7	4	11
EO1	5	5	10
Executive Teacher 2		3	3
AO8	22	18	40
AO7	30	18	48
AO6	65	59	124
AO5	60	73	133
AO4	50	155	205
AO3T		2	2
AO3	42	154	196
AO2	45	141	186
AO1B		1	1
AO1	14	32	46
INCA Cadetship	1		1
Printing Production Supervisor (R)	1		1
PH8R	3		3
PH8	1		1
PH7R	2		2
PH6R	7	1	8
PH6	3	1	4
PH5R		1	1
PH5AR		1	1
PH4R	1	1	2
PH4	1	1	2
PH3R	3	2	5
PH2R		2	2
PH2	1	1	2
P3	2	3	5
P2	4	21	25
P1	3	2	5
T5	1		1
T4	1		1
Trainee Technical Officer		1	1
Trainee	27	32	59
Total	405	736	1141

OFFICE OF THE COMMISSIONER FOR PUBLIC
EMPLOYMENT

Classification	Male	Female	Total
CEO	1		1
EO1C	1	1	2
EO1	3	1	4
AO8	1	3	4
AO7	6	5	11
AO6	3	7	10
AO5	1	2	3
AO4	2	9	11
AO3		3	3
AO2	1	4	5
AO1		3	3
P2	1		1
Total	20	38	58

OFFICE OF COMMUNICATIONS SCIENCE AND
ADVANCED TECHNOLOGY

Classification	Male	Female	Total
CEO	1		1
EO2C		1	1
EO1C	1		1
AO8	1	2	3
AO6	1	1	2
AO5		1	1
AO4		1	1
AO3		2	2
Total	4	8	12

DEPARTMENT OF EDUCATION

Classification	Male	Female	Total
CEO	1		1
EO4C		2	2
EO3C	1		1
EO2C	1	1	2
EO1C	2		2
EO1	3		3
AO8	7	3	10
AO7	10	4	14
AO6	14	24	38
AO5	10	26	36
AO492	21	59	80
AO4	9	81	90
AO392	11	74	85
AO3	7	36	43
AO292	2	111	113
AO2	8	58	66
AO192	4	187	191
AO1B9		29	29
AO1B	1	7	8
AO1	5	43	48
ET9C	12	4	16
ET9	1	1	2
ET8	3	1	4
ET7	13	14	27
ET6	2	5	7
ET5	36	38	74
ET4	25	46	71
ET3	14	22	36
ET2	123	268	391
ET1	20	37	57
ECP3	9	4	13
ECP2	13	5	18
ECP1A	14	11	25
ECP1	6	7	13
AT	23	162	185
PH5		1	1
PH4R	1		1
PH3R	17	5	22
PH3		1	1
PH2R	56	12	68
PH2ER	2		2
PH2E	5	3	8

Department of Education

Classification	Male	Female	Total
PH2	8	16	24
P3	1	4	5
P2	4	10	14
T3	3		3
TM9		1	1
TM4	1		1
TM2	1		1
TL		2	2
TC	385	1393	1778
RN51R		1	1
RN3A		16	16
Trainee		2	2
Total	915	2837	3752

Legend

AT	Assistant Teacher
ET	Executive Teacher
ECP	Executive Contract Principal
TM	TAFE Management
TL	Lecturer
TC	Teacher
PH2E	Physical 2, 6-12 months experience

CENTRALIAN COLLEGE

Classification	Male	Female	Total
CEO		1	1
EO1	1		1
ECP3	1		1
AO8	1		1
AO7	1		1
AO6	1		1
AO4	2	3	5
AO3	1	4	5
AO2	9	5	14
AO1		6	6
EA2	4	2	6
EA1	1	1	2
Lecturer	40	26	66
Teacher		1	1
RN3A		1	1
P1		1	1
PH2	4	8	12
Total	66	59	125

Note: Full-time equivalent totals were not available for this agency.

Legend

EA Educational Administrator
ECP Executive Contract Principal

NORTHERN TERRITORY RURAL COLLEGE

Classification	Male	Female	Total
Director		1	1
Associate Director		1	1
Coordinator	2	1	3
Master Teacher 1		1	1
Executive Teacher 2	1		1
Teacher	1		1
Instructor	13		13
AO6		1	1
AO4		1	1
AO3		2	2
AO2		1	1
AO1		2	2
Physical 5		1	1
Physical 4	1		1
Physical 3	2	4	6
Physical 2	3	2	5
Total	23	18	41

Note: Full-time equivalent totals were not available for this agency.

BATCHELOR COLLEGE

Classification	Male	Female	Total
Director	1		1
Deputy Director	1		1
AO8	1	2	3
AO7	3		3
AO6	1	2	3
AO5	1	4	5
AO4	3	5	8
AO3	3	20	23
AO2	5	8	13
AO1	2	10	12
Executive Teacher 9C	1		1
Academic Level A	13	37	50
Academic Level B	22	31	53
Academic Level C	9	12	21
Academic Level D	2	4	6
P3		1	1
P2		2	2
P1		1	1
T4	2		2
T3	2		2
T2	1		1
PH7R	1		1
PH5R	2		2
PH4R	3		3
PH3R	7	2	9
PH3	2		2
PH2R	1	5	6
Total	89	146	235

NORTHERN TERRITORY UNIVERSITY

Classification	Male	Female	Total
Vice Chancellor	1		1
Pro-Vice Chancellor	4	1	5
Director of Divisions	4		4
Academic Level A	9	20	29
Academic Level B	52	31	83
Academic Level C	44	16	60
Academic Level D	23	1	24
Academic Level E	6	3	9
Academic Higher Education Part-time	25	36	61
Research Associate Level A	10	5	15
Research Associate Level B	2	1	3
Junior Research Associate	1	3	4
HEW Administrative Level 10	5	1	6
HEW Administrative Level 9	5	9	14
HEW Administrative Level 8	8	8	16
HEW Administrative Level 7	17	26	43
HEW Administrative Level 6	17	27	44
HEW Administrative Level 5	13	42	55
HEW Administrative Level 4	31	67	98
HEW Administrative Level 3	15	77	92
HEW Administrative Level 2		8	8
HEW Administrative Level 1/2	21	18	39
HEW Library Level 9		1	1
HEW Library Level 8		1	1
HEW Library Level 6/7	1	9	10
HEW Library Level 5	1	6	7
HEW Library Level 4		6	6
HEW Technical Level 8	3		3
HEW Technical Level 7	2		2
HEW Technical Level 6	4	2	6
HEW Technical Level 4/5	14	7	21
HEW Technical Level 4	1	1	2
HEW Technical Level 3	4	2	6
HEW Technical Level 2	2		2
HEW Tradesperson Level 5	2		2
HEW Tradesperson Level 3	1	2	3
HEW Tradesperson Level 1/2	6	5	11
HEW Childcare Worker Level 4		3	3
HEW Childcare Worker Level 1/2		6	6
TAFE Lecturer Category II	72	56	128
TAFE Lecturer Category III	7		7
TAFE Lecturer Category IV	3	1	4
TAFE Lecturer Part-time	28	53	81
Total	464	561	1025

Note: Full-time equivalent totals were not available for this agency.

Legend

HEW Higher Education Worker

DEPARTMENT OF SPORT AND RECREATION

Classification	Male	Female	Total
CEO	1		1
EO1C	1		1
EO1	1		1
AO8	2		2
AO7	2	1	3
AO6	7	3	10
AO5	6	6	12
AO4	5	4	9
AO3		3	3
AO2		4	4
AO1	1	2	3
HCL3	3	1	4
P4	1		1
Total	30	24	54

Legend

HCL3 Head Coach Level 3

NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

Classification	Male	Female	Total
CEO	1		1
EO1C		1	1
AO8	3		3
AO7	3	3	6
AO6	5	5	10
AO5	2	5	7
AO4	5	7	12
AO3		4	4
AO2	2	9	11
AO1		2	2
PH3	3		3
TAFE Management 9	1		1
Total	25	36	61

DEPARTMENT OF ARTS AND MUSEUMS

Classification	Male	Female	Total
CEO		1	1
EO2C	1		1
EO1	1	1	2
AO8	1		1
AO7		2	2
AO6	1	1	2
AO5	1	6	7
AO4		6	6
AO3		5	5
AO2	6	8	14
AO1B		4	4
AO1	7	12	19
P4	2	2	4
P3	5	5	10
P2	2	3	5
P1	3	3	6
T4	3		3
T3	4	3	7
T2	5	2	7
T1	1		1
PH4		1	1
PH2R		1	1
Total	43	66	109

STREHLOW RESEARCH CENTRE

Classification	Male	Female	Total
P4	2		2
T1	1		1
T3		1	1
Total	3	1	4

TERRITORY HEALTH SERVICES

Classification	Male	Female	Total
CEO	1		1
EO4C	1	1	2
EO3C	2	1	3
EO2C	14	1	15
EO2		1	1
EO1C	4	4	8
EO1	6	12	18
AO8	15	15	30
AO7	16	45	61
AO6	29	96	125
AO5	20	57	77
AO4	33	81	114
AO3	13	95	108
AO2	37	267	304
AO1	23	41	64
P4	7	1	8
P3	31	47	78
P2D		11	11
P2	79	161	240
P1	9	42	51
T5	5		5
T4R	1		1
T4	9	1	10
T3R	5	1	6
T3	23	30	53
T2R	1	4	5
T2	8	10	18
T1R	7	18	25
T1D		29	29
T1	5	23	28
PH8R	1		1
PH6R	10		10
PH5R	7	4	11
PH4R	11	22	33
PH3R	61	71	132
PH3	11	14	25
PH2R	84	154	238
PH2	10	23	33
PH1		1	1
AHW Trainee		1	1
AHWC6		4	4
AHWC5	3	6	9
AHWC4	3	19	22
AHWC3	7	29	36
AHWC2	11	38	49
AHWC1		2	2

Territory Health Services

Classification	Male	Female	Total
CM - Coordinating Function	1		1
Clinical Manager	5	1	6
Dentist	4	6	10
Hospital Medical Officer	16	8	24
Medical Administrator	1		1
RCMO	6	10	16
Resident Medical Officer	33	35	68
Registrar	28	17	45
RN53R	2	1	3
RN52R	2	7	9
RN52		1	1
RN51R		4	4
RN42R		11	11
RN41R		4	4
RN41		1	1
RN3BR	12	43	55
RN3B		1	1
RN3AR	41	220	261
RN3A	1	11	12
RN2R	14	163	177
RN2	1	25	26
RN1R	56	467	523
RN1	2	121	123
Enrolled Nurse		44	44
Enrolled Nurse (R)	15	114	129
SSC2	15	2	17
SSC1	2		2
SHMO	12		12
Specialist Clinician	13	5	18
Senior Specialist Medical Administrator	1		1
2			
Specialist Medical Administrator		1	1
Student Nurse – Midwifery	1	15	16
Senior Specialist Public Health Medicine 1	4	2	6
Specialist Public Health Medicine	6	6	12
Senior Registrar	11	5	16
Trainee		1	1
Total	928	2835	3763

Legend

AHW	Aboriginal Health Worker
CM	Clinical Manager
RCMO	Rural Community Medical Officer
P1D	Professional 1 Dentist
T1D	Technical 1 Dental Assistance
SHMO	Senior Hospital Medical Officer
SSC	Senior Specialist Clinician

DEPARTMENT OF LOCAL GOVERNMENT

Classification	Male	Female	Total
CEO	1		1
EO2C	1		1
EO1C	1		1
AO8	4		4
AO7	6	4	10
AO6	20	7	27
AO5	1	1	2
AO4	6	7	13
AO3	3	6	9
AO2	1	6	7
AO1	2	2	4
T4	4		4
T3	1		1
Total	51	33	84

DEPARTMENT OF HOUSING

Classification	Male	Female	Total
CEO	1		1
EO2C		1	1
EO1C	3		3
AO8	2	1	3
AO7	6	2	8
AO6	8	7	15
AO5	2	1	3
AO4	9	26	35
AO3	3	18	21
AO2	11	28	39
AO1	1	0	1
P2	2		2
Total	48	84	132

OFFICE OF ABORIGINAL DEVELOPMENT

Classification	Male	Female	Total
CEO	1		1
EO1	2		2
AO8	2		2
AO7	3	2	5
AO6	3	2	5
AO5	1	1	2
AO4	1	1	2
AO2		2	2
Total	13	8	21

DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

Classification	Male	Female	Total
CEO	1		1
EO2C	2		2
EO1C	2		2
EO1	8		8
AO8	2	1	3
AO6	12	8	20
AO5	2	8	10
AO4	2	9	11
AO3	5	23	28
AO2	3	14	17
AO1		3	3
P4	5	1	6
P3	24	2	26
P2	38	14	52
P1	6	1	7
T6	1		1
T5R	2		2
T5	3	1	4
T4R	2		2
T4	19		19
T3R	2		2
T3	43	16	59
T2	36	17	53
T1R	8	1	9
T1	12	8	20
WPR2	2		2
WPR3	1		1
WT3	4	2	6
PH7R	5		5
PH6R	1		1
PH2	2	1	3
Total	255	130	385

Legend

WPR Primary Industry and Fisheries Professional Officer Employee Level
 WT Primary Industry and Fisheries Technical Officer Employee Level

NORTHERN TERRITORY CORRECTIONAL SERVICES

Classification	Male	Female	Total
CEO	1		1
EO1C	3		3
EO1	1		1
Superintendent	1		1
Deputy Superintendent	6		6
Chief Prison Officer	31		31
Chief Industries Officer	16	1	17
Prison Officer 1 st Class	64	6	70
Senior Prison Officer	48	8	56
Prison Officer	71	16	87
Prison Officer in Training (RDO)	28	12	40
AO8	3		3
AO7	4	3	7
AO6	11	8	19
AO5	8	14	22
AO4R		2	2
AO4	11	17	28
AO3R	15	7	22
AO3	11	11	22
AO2	2	15	17
P1		1	1
P2	1	3	4
Lecturer	2	1	3
TAFE Management 3	2	1	3
T3	1		1
T6	1		1
PH4	2		2
Total	344	126	470

DARWIN PORT AUTHORITY

Classification	Male	Female	Total
EO2C	2		2
EO1	2		2
AO8	1		1
AO7	1	1	2
AO6		2	2
AO5	1		1
AO4	1	2	3
AO2		3	3
AO1	1	2	3
Harbourmaster			
Assistant Harbourmaster	2		2
PH8	1		1
PH5	5		5
PH4	14		14
PH3	10		10
Total	41	10	51

Note: The CEO of Darwin Port Authority is also the CEO of the Department of Transport and Works and is not included here.

POWER AND WATER AUTHORITY

Classification	Male	Female	Total
CEO	1		1
EO2C	2		2
EO2	1		1
EO1C	3		3
EO1	5		5
AO8	3	1	4
AO7	8	4	12
AO6	6	4	10
AO5	10	14	24
AO4	12	22	34
AO3	4	34	38
AO2	7	47	54
AO1	1	3	4
Apprentice Diesel Fitter	3		3
Apprentice Electronics/Communication	1		1
Apprentice Electrical Fitter Mechanic	14		14
Apprentice Linesman "A" Grade	8		8
Apprentice Fitter Machinist	1		1
Service Worker Level 21	13		13
Service Worker Level 20	11		11
Service Worker Level 19	2		2
Service Worker Level 18	2		2
Service Worker Level 17	11		11
Service Worker Level 16	9		9
Service Worker Level 15	4		4
Service Worker Level 14	5		5
Service Worker Level 13	8		8
Service Worker Level 12	36		36
Service Worker Level 11	14		14
Service Worker Level 10	24		24
Service Worker Level 9	62		62
Service Worker Level 8	17		17
Service Worker Level 7	10		10
Service Worker Level 6	2		2
Service Worker Level 5	32		32
Service Worker Level 4	11		11
Service Worker Level 3	5		5
Service Worker Level 2	5		5
Service Worker Level 1	4		4
Trainee Technical Officer	2	1	3
WT6	9		9
WT5	28		28
WT4	37		37
WT3	70	2	72
WT2	8	1	9
WT1	6		6

Women in the Budget

Classification	Male	Female	Total
WPR4	5		5
WPR3	14	1	15
WPR2	24		24
WPR1	6	2	8
WMT2	1		1
WMT1	4		4
Total	591	136	727
