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# WOMEN IN THE BUDGET

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2000-01



CHIEF MINISTER

# Women in the Budget



The Northern Territory is at the forefront of the nation in publishing this information on public sector programs and expenditure in relation to government policy and women. The report identifies key outcomes and expenditure against Government frameworks.

Government is firmly committed to identifying and reporting on strategies that transform policies into programs and services for women and girls in each agency.

The framework provided by the *Plan of Action for Women in the Northern Territory* and *Foundations for Our Future* sets in place a Government policy and reporting structure second to none.

Building on the *Plan of Action for Women* a broad and thorough Territory-wide consultation took place in 1999 to assist Government identify women's policy priorities and aspirations. This practice highlights the importance placed by Government on women as partners in Government planning. To be announced in 2000, this new framework brings Territory women into decision making at the highest level of Government.

Many changes have taken place to advance the social and economic wellbeing of women in the Territory over the past decade. The talent and capacity of women is increasingly recognised as vital to the development of the Territory. I am delighted that this paper identifies an increase in the involvement of rural women in farm management and decision making. I have no doubt that this will continue.

The inquiry into reform of the laws in relation to sexual assault, the evaluation of the Domestic Violence Strategy and the Aboriginal Family Violence Strategy, and the opening of the new Palmerston Family Crisis Centre, offer clear evidence of Government's commitment to women and girls who are victims of violence.

I commend this report to you; it is a crucial element in the reporting and accountability structures of Government.

DENIS BURKE

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# INTRODUCTION

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*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 1999-00 and projected expenditure for the 2000-01 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 1999-00 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.*



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# THE YEAR IN REVIEW

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*Looking Ahead: Plan of Action for Women in the Northern Territory to the Year 2000* (the Plan), was released by Government in 1994. It was developed with input from women throughout the length and breadth of the Territory.

Government agencies have been required, since 1995, to report against the Plan goals and objectives each year in the *Women in the Budget* paper 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 wellbeing of Territory women.

This policy and reporting framework sets in place a high level accountability structure that brings into focus the policies of Government and the specific programs, achievements, plans and expenditure of Agencies in relation to women and girls. The Territory continues to be the only jurisdiction in Australia to adopt this accountability mechanism and to make the resulting information publicly available.

The flowchart in Figure 1.1 identifies the objectives of the plan under each of the four reform areas.

The Chief Minister tasked the Office of Women's Policy, in 1999, with initiating an extensive consultative process as the basis for a new policy framework for women from the year 2000. A major multi-method consultation took place, in every region, to ensure that women's policy priorities and aspirations were taken into account in Government decision making. These new policy directions will be announced during

2000 and form the foundation of future reporting in *Women in the Budget* papers.

## WOMEN'S STATUS IN SOCIETY

The Plan emphasises the importance of increased participation by women in decision making and in decision making roles, and of enhanced recognition for the contribution that women make to the economic, social, and cultural development of the Territory.

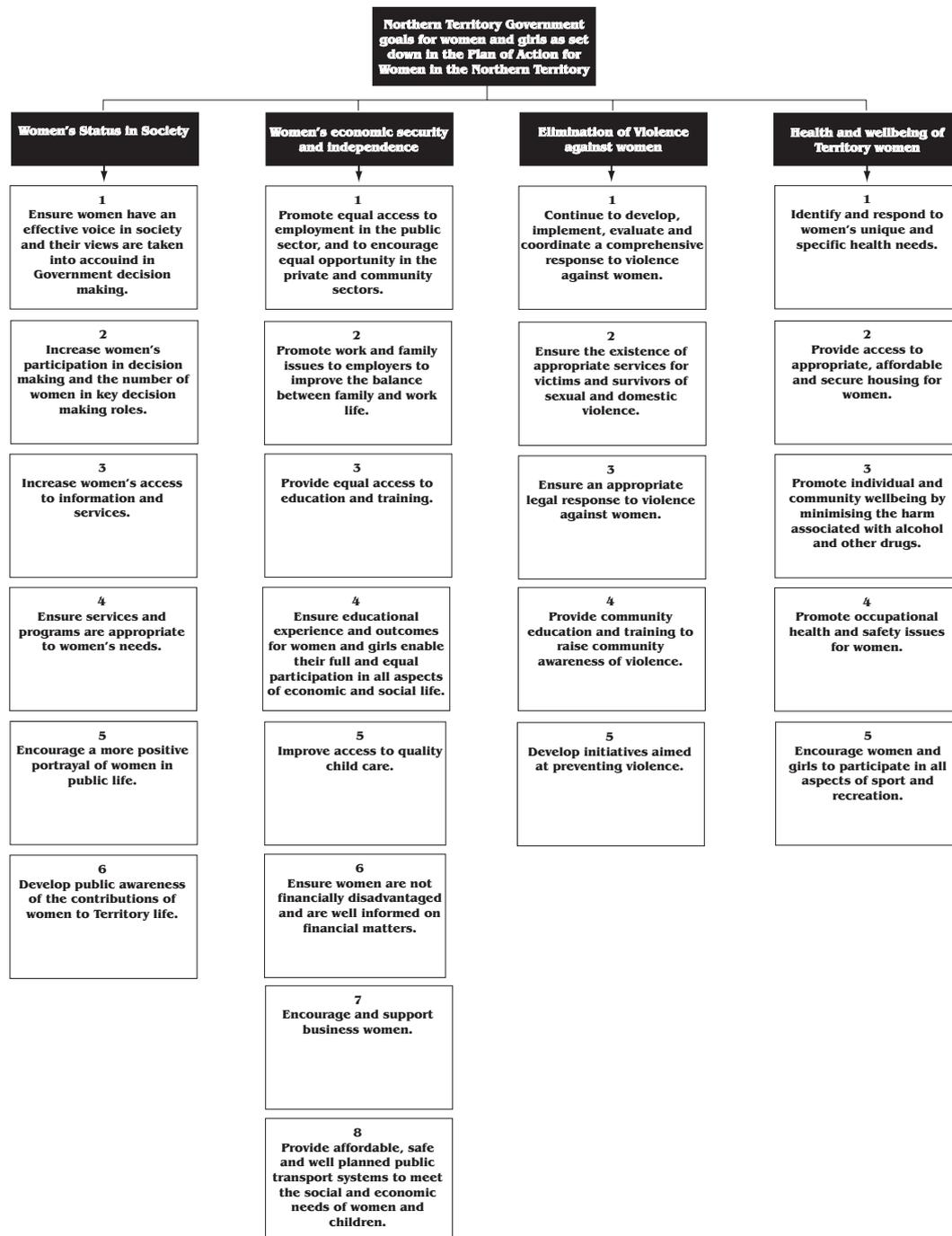
Highlights during the year identify an increase in the number of consultations that have taken place with Territory women as a foundation for future decision making. Women's contribution to Territory life has been publicly recognised for a range of economic, social, cultural and community endeavours. Reporting indicates that women are increasingly active in key decision making capacities and roles with women from rural areas becoming progressively more involved in Government advisory groups and structures. Activities that reflect the importance of recognising women as customers have been strengthened.

Noteworthy program activities encompass:

- extensive consultations with Territory women, managed by the Office of Women's Policy at the direction of the Chief Minister, with over 1 600 women, across all age groups, ethnic and cultural backgrounds and from a range of social groupings, actively involved in the identification of new policy priorities for Territory women;

# Women in the Budget

Figure 1.1



- 
- the Women's Advisory Council to the Chief Minister:
    - convening regional forums with over 700 women in Alice Springs, Tennant Creek, Katherine, Yulara, Palmerston and Darwin, and facilitating information sessions with women on topics such as women's health, financial independence, legal issues and women in public and political life;
    - arranging four forums on women and local government, public speaking and effective lobbying skills in Darwin and Alice Springs with each forum attended by over 100 women;
  - the Business Women's Consultative Council, the Women's Advisory Council and the Business and Professional Women's Association co-hosting the first joint breakfast in Darwin bringing over 100 women together to celebrate International Women's Day; and the Women's Advisory Council organising events featuring speakers, dancers, and singers in Darwin, Casuarina, Palmerston, Alice Springs, Katherine and Tennant Creek to coincide with International Women's Day;
  - the Department of Education funding the Darwin Branch of the Association of Women Educators to support a workshop held on shared leadership amongst women;
  - recognition of women including:
    - the Office of Women's Policy administering the Chief Minister's Women's Achievement Awards, with the Chief Minister presenting twenty-one awards at special receptions in Darwin and Alice Springs, held in conjunction with International Women's Day;
    - the Office of Women's Policy administering the \$15 000 Northern Territory Government Women's Fellowship which was presented to Ms Catie Kirke by the Chief Minister, in 1999, to produce new Territory information on strategies that challenge and change eating disorders in women and girls;
    - the Department of Sports and Recreation celebrating, in conjunction with the *Arafura Coach 2000* conference, 100 years of Women's Participation in the Olympics;
    - the Women's Advisory Council hosting and subsequently publishing the 9<sup>th</sup> Alicia Johnson Memorial Lecture, *Cowboys and Cosmonauts*, with Ms Leneen Forde AC speaking on her experiences in Australia across the decades and over 170 attending the lecture, which was held in Darwin and Alice Springs;
    - introducing the Rural Industries Research and Development Corporation (RIRDC) Rural Women's Award, with the Northern Territory Government sponsoring the Territory winner and two finalists to attend the RIRDC Leadership Seminar in Canberra, with the Territory winner also receiving a \$20 000 bursary to assist achieve her personal vision for agriculture;
    - the Department of Industries and Business supporting the Northern Territory Business Women's Awards, with the Chief Minister's Young Business Woman of the Year Award jointly received in 1999 by Geraldine Howath and Michelle Cox;

- the Department of Arts and Museums showcasing the work of women artists, with almost 50% of the nineteen exhibition programs featuring the work of women artists;
- the Department of Arts and Museums actively seeking to promote clear, strong role models for young women in the theatre program with approximately 30% of productions in the Theatre Season and more than 50% of productions specifically for children focused on women as artists, producers, directors and managers;
- the Department of Arts and Museums approving Arts Sponsorship for Territory women artists to the value of \$400 239 in 1999-00; a significant increase on previous years' sponsorship of \$290 980 in 1998-99, and \$166 246 in 1997-98;
- the Office of Women's Policy sponsoring the production and distribution of *Women's Talk: a collection of Territory women's stories*, that resulted from work undertaken by 1997 Women's Fellowship winner, Ms Leonie Norrington, and recorded women's stories that had not been told before across a range of ages, experiences and settings;
- women represented on peak boards and committees:
  - the Office of Women's Policy publishing for the fifth consecutive year, statistics reflecting the gender balance of Government boards and committees in the Department of the Chief Minister Annual Report with the 1998-99 report identifying that 25.3% of appointed members were, at that time, women;
- the Office of Women's Policy representing the Northern 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 promote and integrate Territory women's priorities;
- the Women's Advisory Council to the Chief Minister presenting a Northern Territory perspective at the national meeting of Women's Advisory Councils;
- through the Department of Lands, Planning and Environment, appointing women to represent the Territory on a number of significant Standing Committees, advisory groups and boards including the National Environment Protection Council Committee, Greening Australia Board of Directors, the Indigenous Land Management Facilitator Project, and the Aboriginal Land Environment Program Steering Committee;
- *artsMARK, Darwin Joint Arts Marketing* consortium, in the Department of Arts and Museums, currently chaired by a woman, boasting a majority of women members and appointing a woman as the marketing coordinator;
- increasing recognition of women as customers with:
  - through the Department of Primary Industries and Fisheries, developing strategies to increase the recognition of women as essential partners in sustainable primary industries, as part of the

Strategy for Northern Territory Women in Rural, Regional and Remote Areas;

- the Department of Arts and Museums, developing marketing and promotional strategies to reflect increasing evidence that women make the majority of visitation, booking and buying decisions in relation to arts;
- the Consumer Affairs Group of the Department of Industries and Business representing the Northern Territory on a national working party addressing discrimination against women in the motor vehicle industry. This project is taking place in the Northern Territory in partnership with the NT Motor Trades Association. It is currently collecting data on the experiences of women, when buying a car or having a car serviced, to produce new information and assist achieve a more equitable market place for women consumers; and
- the Anti-Discrimination Commission conducting regional visits and consulting with women from Indigenous educational institutions to ensure the specific information needs of remote and Indigenous women are addressed and expanding and distributing translated materials on women and their rights, including audiotapes in selected Aboriginal languages. Consultation is also occurring with advocacy groups to develop a public education campaign targeting specific groups with a resulting increase in enquiries relating to the rights of women with disabilities.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Plan identifies the links between education and training, flexibility and innovation in work practices and economic security and independence. The year in review has seen diverse strategies aimed at increasing women's participation in the public sector, in small business and, through Internet use, to enter the emerging field of electronic commerce (e-Commerce).

Highlights for the year encompass an increasing emphasis on, and support for, women in small business; women improving their access to education and the economic and social benefits this brings; and the provision of tangible support in terms of professional development and innovative work practices.

Significant program activities include:

- support for Aboriginal women to establish businesses, through the Office of Aboriginal Development, with twenty-nine of the sixty business proposals currently under consideration involving women as company directors;
- the Business Women's Consultative Council continuing to advise government on issues specific to women in business, and assess the future economic development of the Territory by:
  - investigating and reporting on women in business in the Territory, with the report, the Executive Summary of which was launched in May 2000, providing a framework for future projects and policy decision making;
  - expanding the one day seminar for women in business to a Territory-wide Women in Business Week as part of October Business Month with presentations

- including future business directions, management issues and electronic commerce and e-Business;
- holding networking functions throughout the year across the Territory, including Women in Business Seminars in Darwin, Tennant Creek, Alice Springs, and Katherine, with guest speakers: Ms Catie Kirke, 1999 Women's Fellowship winner and Ms Terina Saunders, 1999 Telstra Business Woman of the Year;
  - an increase in the number of women participating in the Department of Primary Industries and Fisheries' Property Management Planning, from thirty-eight in 1998 to 135 in 1999 with the program assisting participants to identify individual learning needs around rural property management;
  - the Office of Communication, Science and Advanced Technology promoting the Internet as a means of doing business, with a series of *Life in the Information Age* sessions with Territory women, targeting electronic commerce, the clothing and textile industries, and women in business, in Darwin, Alice Springs and Katherine;
  - the Northern Territory Institute of Sports with the Australian Sports Commission, developing *Mentor as Anything*, with the aim of fostering mentoring relationships and thereby increasing the number of women in coaching and sports administrations roles;
  - the Police Ethnic Advisory Group, with over half of the thirty-six members women, consolidating its role to advise Northern Territory Police on issues related to cultural diversity and policing and Police adopting a range of strategies, including membership drives focusing on women in ethnic communities, to encourage more women to consider a career in policing;
  - collaboration between the Department of Primary Industries and Fisheries and Northern Territory University, Northern Territory Rural College to enhance access to training for women in rural and remote areas, through identifying and exploring flexible delivery of appropriate skills development programs;
  - the Department of Arts and Museums commissioning a women artist, Ms Judith Christian Miller, to create a site specific art installation for Northern Territory Expo 99, to showcase the excellence of Territory art and to identify the potential relationships between the industry and arts sectors;
  - the Office of Communication, Science and Advanced Technology in partnership with the Commonwealth, sponsoring Ignite: a Web site that encourages women to seek a career in information technology or telecommunications;
  - the Office of the Commissioner for Public Employment:
    - continuing to provide specific professional development and training programs for women, as well as strategies to increase participation by women in generic courses, with a 14% increase, from 39% in 1998-99 to 53% in 1999-00, in the number of women participating in the Public Sector Management Course;
    - forming the Equity, Diversity and Flexibility Working Party to examine issues related to women and employment, in addition to the

working party examining the feasibility of Work Based Childcare, and commencing a remote access pilot program to evaluate the suitability and effectiveness of a Work from Home Strategy;

- the Anti-Discrimination Commission working with private sector groups to increase awareness of the impediments women may face in recruitment, training and promotion, including issues of indirect discrimination;
- Territory Health Services:
  - establishing the first work place child care centre in the Territory, also offering extended hour and preschool education, at Royal Darwin Hospital through Territory Health Services working cooperatively with Wanguri Family Centre and the Commonwealth Department of Health and Family Services;
  - increasing by 37% the number of child care places in the Territory, since 1997, with 598 new places available, including two new centres in Aboriginal communities;
- across the public sector, seven of the thirteen new Aboriginal and Torres Strait Islander Cadetship positions filled by women, studying in fields of ranging from Teaching, Science, Arts, Law, and Politics, with women making up 63% of employees in the professional and administrative streams of the Graduate Traineeship; and
- Territory Housing increasing the number of tenants on rental rebates, with an estimated 90% of single adults with dependents on rental rebates being women, demonstrating the effectiveness of Housing 2003 in

targeting public housing to those Territorians most in need.

## ELIMINATION OF VIOLENCE AGAINST WOMEN

The commitment of the Northern Territory Government to reduce the incidence of, and prevent the re-occurrence of domestic and family violence including sexual assault is demonstrated through the goals and objectives identified in the Plan.

The year in review saw two key initiatives that will guide future decision making and policy frameworks.

A major outcome evaluation on the first five years of the Northern Territory Government Domestic Violence Strategy was conducted from December 1999 to April 2000 across all regions. The report on the evaluation is to be considered by Government to assist consolidate the outcomes achieved under the Strategy and guide future directions.

The Northern Territory Law Reform Committee undertook an inquiry into the Laws Relating to the Investigation and Prosecution of Sexual Assault in the Northern Territory at the request of the Attorney-General, and produced a report for Government to consider with regard to enhancing court responses for victims of sexual assault.

Additionally, community education, supported accommodation, programs for offenders and a focus on young people have been at the forefront of achievements in 1999-00. Highlights for the period include:

The Office of Women's Policy:

- managing the tender process leading up to a Cabinet Decision that saw the YWCA of Darwin contracted to set up and manage the new Palmerston Family

Crisis Supported Accommodation Service in the first five years of its operation, with the Chief Minister opening the service in April 2000;

- managing the tender process and the evaluation of Government's Domestic Violence Strategy, and chairing the Steering Group formed to guide this process;
- achieving national recognition for the **Be cool....not cruel** community education program for young Territorians with the award of a prestigious inaugural Australian Institute of Marketing Award for Marketing Excellence, in 1999, and an invitation to present information on the program at a year 2000 national forum on best practice responses to domestic violence and children;
- evaluating the **Be cool....not cruel** community education campaign with the findings indicating that over 90% of young Territorians recognised Captain Harley and the **Be cool....not cruel** message; and
- implementing and evaluating under Partnerships Against Domestic Violence agreements and as a best practice model on behalf of the nation, a Court-Referred Program for Offenders of Domestic and Family Violence, with the program implemented through Northern Territory Correctional Services and the evaluation demonstrating support for the program and identifying its contribution to new cutting-edge research in this area at the Territory and national levels.

Northern Territory Correctional Services consolidating the Sex Offenders Treatment Program to address offending behaviour of predominantly male offenders against female victims.

Agencies across the public sector representing the Territory on peak national committee and working groups on issues relating to domestic and family violence, including:

- the Office of Women's Policy representing the Territory on the Partnerships Against Domestic Violence Task Force, and the Ministerial Council on Aboriginal and Torres Strait Islander Affairs Working Group on Family Violence; and
- Northern Territory Correctional Services participating on an expert working party to advise the Commonwealth Office of Status of Women on good practice and domestic violence offender program options.

Northern Territory Police, Fire and Emergency Services:

- enhancing data collection in relation to domestic violence through the introduction of Police Realtime Online Management Information System, a new computer and data collection system, which records information on victims of crime as well as offenders;
- attending 2 700 domestic violence incidents, over a third of which resulted in apprehension of the offender by the Police, between May 1999 and March 2000;
- successfully applying for 1 130 restraining orders since May 1999, with more than a third of confirmed domestic violence orders being taken out on behalf of victims by, or with court assistance from, police officers;
- developing a General Order to guide Northern Territory Police responses to domestic violence situations involving police members as perpetrators; and

- conducting training and holding workshops on domestic violence and related issues with Aboriginal Community Police Officers and Night Patrols in Darwin, with a similar workshop developed for implementation in Alice Springs.

Agencies increasing the number of safe and secure accommodation options for women and children escaping domestic violence with:

- Territory Housing:
  - bringing about a purpose built women's safe house and centre at the Bagot Community, as a model for projects in other Indigenous communities and allocating funding to the construction of a women's shelter in Borroloola in consultation with the Rrumburriya Malandari Council, and the conversion of a dwelling in Lajamanu to a women's safe house;
  - providing over \$225 000 for the Alice Springs Women's Shelter to expand and upgrade shelter accommodation, with additional funding for the Katherine Women's Crisis Centre to install a disability access and a dedicated children's play area, for improvements to the Ruby Gaea House Against Rape and upgrades at the Darwin Aboriginal and Islander Women's Shelter;
  - modifying public housing, with \$67 000 expended to incorporate safe rooms with a solid door which can be locked from the inside and an additional telephone connection, and upgrading safety features including door and window security screens for tenants at risk of violence;

- Territory Health Services:
  - enhancing culturally sensitive service delivery to Aboriginal women, through a review of service delivery to Aboriginal women escaping family violence and building on identified good practice; and
  - undertaking a comprehensive mapping project to increase coordination amongst organisations in the supported accommodation sector, thereby encouraging the delivery of 'seamless services' to women and children escaping violence.

Agencies increasing support for women as victims of crime with:

- the Office of the Director of Public Prosecutions creating an additional position of Aboriginal Liaison Officer in the Victim Support Unit of the Alice Springs Office to increase the levels of support provided to Aboriginal women as victims of crime. During the year to date, the Office provided support to 425 witnesses, of whom over half were women, including sixty-seven Aboriginal and Torres Strait Islander women; and
- the Attorney-General's Department providing \$50 000 to the Victims of Crime Assistance League, which assists victims of crime including domestic violence through the provision of court and other support.

Introducing measures to heighten women's public safety with the Department of Transport and Works renovating the Palmerston and Casuarina Bus Interchanges and upgrading lighting and video surveillance equipment to create, a safer interchange environment for travellers.

## HEALTH AND WELLBEING OF TERRITORY WOMEN

The Plan adopts an holistic view of health and wellbeing which includes strategies to increase women's participation in sports and recreation; access to appropriate and affordable housing; and promote individual and community wellbeing in addition to strategies focused on the delivery of services responsive to women's unique health needs.

Initiatives under this key reform area extend across a number of Agencies. Highlights in 1999-00 have included:

- the Department of Sport and Recreation extending activities through the Women in Sports and Recreation (WISAR) program from a week to a month, to promote increased and ongoing participation by women and girls;
- providing a home visit service, through the Office of the Registrar General, to assist women who might otherwise have difficulty in doing so, to register the birth of their baby. Since 1 July 1999, 509 women in Darwin and Alice Springs have been assisted to register the birth of their babies;
- Territory Health Services:
  - completing phase two of the Remote Area Maternal Health Project which involved extensive consultation with Aboriginal women to develop recommendations and options to improve the health of Aboriginal women during their reproductive years, with expenditure estimated at \$52 000;
  - extending gynaecological services to almost 1 800 women in remote areas since the introduction of the Top End Specialist Women's Health Outreach Service, in 1997, with one outcome of the program being the earlier attention provided to high risk antenatal patients in these areas;
- introducing the *Electronic Outback*, through the Office of Communications, Science and Advanced Technology, with funding through the Commonwealth Regional Telecommunications Infrastructure Fund, to sixty-six remote communities in the Territory. The program provides Internet, teleconferencing facilities and e-Mail to remote communities, and provides women in remote areas with increased access to information, communication, telehealth and telemedicine; and
- the Department of Transport and Works leading the country in the ratio of easy access 'low floor' buses, thereby increasing independent access to public transport to the advantage of women with young children, and older women.

# 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 activities, cultural diversity, education and training, earnings and employment.*

*Profiles in public and private sector employment are also included.*

and also to the influx of Australian Defence Force personnel being transferred to the Territory from other States.

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

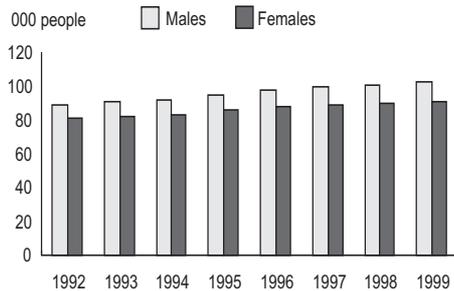
## POPULATION

In June 1999, the estimated resident population of the Territory for the year was 192 882, of whom 90 881 (47.12%), were women.

This is a slight decrease in the ratio of females to males from previous years (Figure 2.1), indicating that the male population continues to grow at a greater rate than the female population.

Figure 2.1

### ESTIMATED RESIDENT POPULATION NORTHERN TERRITORY AS AT 30 JUNE 1999

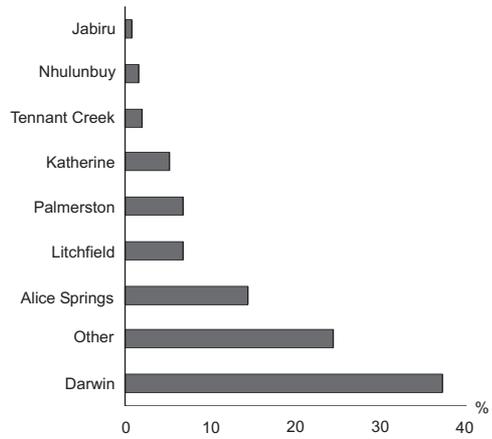


Source: Australian Demographic Statistics, ABS Cat. No. 3101.0.

This disparity can be partially attributed to the lower age of the Territory's population

Figure 2.2

### FEMALE POPULATION DISTRIBUTION



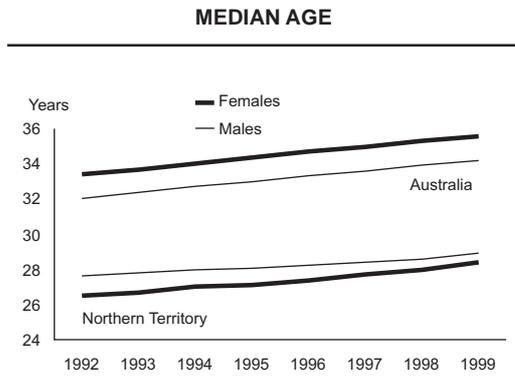
Source: 1996 Census, ABS Cat. No. 2018.7.

## AGE

The median age of women in the Territory as at June 1999 was 28.4 years. This compares with a median age of 28.9 years for Territory men. On average, Territory women are 7.2 years younger than Australian women overall (median age 35.6 years).

Whilst the median age of Territory women is increasing marginally each year, the population profile of the Territory remains significantly younger than the rest of Australia (Figure 2.3).

Figure 2.3



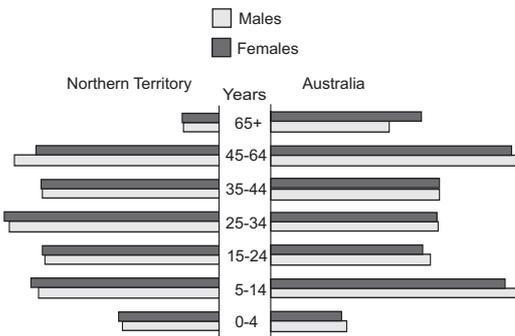
Source: *Estimated Resident Population by Age and Sex*, ABS Cat. No. 3201.0.

The median age of Territory women is lower than for men, the inverse of the situation for Australia as a whole where the median age of women is an average 1.4 years above that for men.

Women in the over sixty-five plus age bracket continue to form a substantially lower proportion of the total female population, 3.4% in the Territory and 13.6% nationally.

Figure 2.4

**AGE DISTRIBUTION AS AT 30 JUNE 1999**



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

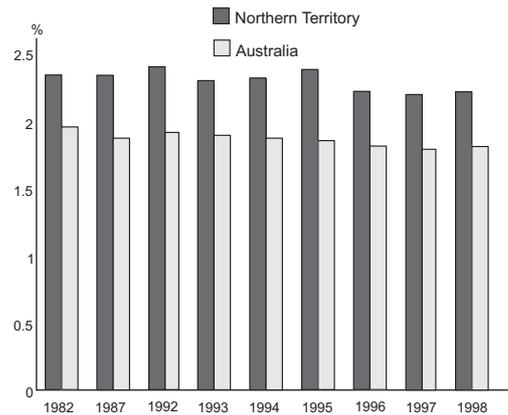
The profile of men and women in each age bracket is comparable on a national basis. However, it is significant to note the high concentration of Territorians in the fifteen to forty-four age brackets reflecting the youth of Territory residents. (Figure 2.4).

**FAMILIES**

The Territory's fertility rate at 2.2% is the highest rate in Australia, with the national average fertility rate being 1.8% (Figure 2.5). The Territory's rate reflects the relative youth of the Territory population. Whilst the Territory has the highest fertility rate, Territory births only represent 1.5% of Australia's total births.

Figure 2.5

**FERTILITY RATE – (BIRTHS PER 1000)**



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

The Australian Bureau of Statistics (ABS) estimates that 37.7% of Territory births were Aboriginal and Torres Strait Islander. This is in contrast to the fact that Aboriginal and Torres Strait Islander women account for only 25% of the Territory female population.

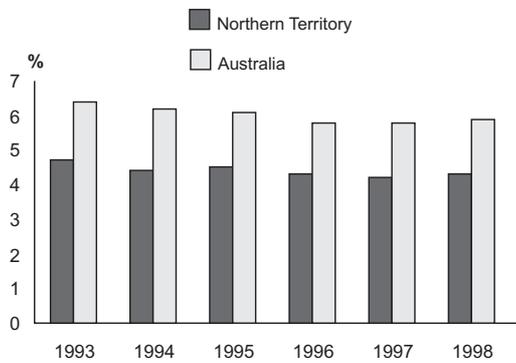
The median age for both mothers and fathers in the Territory is nearly two years younger than the Australian average age.

The age-specific birth rate for fifteen to nineteen year old women in the Territory has declined to 68.7 births per 1000 (from 76.5 per 1000 in the previous year). However, it remains more than five times higher than the lowest State (Victoria with 12.4), (*Births*, ABS Cat No 3301.0).

Marriage rates in the Territory are the lowest of all the States and Territories, well below the national average and representing less than 1% of newlyweds in 1998 (Figure 2.6).

Figure 2.6

**MARRIAGE RATES  
(MARRIAGES PER 1000)**



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

**LEISURE ACTIVITIES**

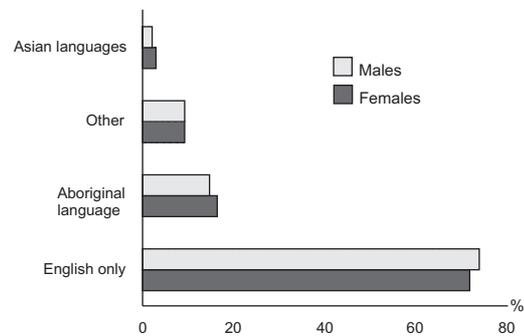
Current ABS data indicates the Territory has Australia's second highest participation rate of women in sport and physical activities at 59.3%, which represents an increase from 45.7% in the previous year (*ABS Participation in Sport and Physical Activities 4177.0 1998-1999*).

**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

**LANGUAGE SPOKEN AT HOME  
NORTHERN TERRITORY**



Source: 1996 Census, ABS

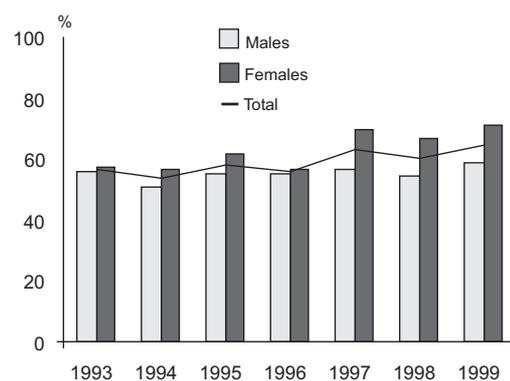
**EDUCATION AND TRAINING**

**SECONDARY EDUCATION**

Secondary school retention rates are remaining steady, with the female retention rate increasing by 4% to 64.4%, a significant increase from 56.2% in 1996. The female retention rate remains consistently higher than the male retention rate. The total retention rate also increased in 1999 (Figure 2.8).

Figure 2.8

**APPARENT RETENTION RATE YEARS 10 TO 12**



Source: *Statistical Overview of the Northern Territory Schools 1999*, Department of Education.

The Apparent Retention Rates does not include part-time students, or students at evening or correspondence schools, or schools in predominantly Aboriginal communities. Thus the rates are lower than would be the case if these students were included in the calculation. These figures will also be influenced by the increased numbers of part-time students in the 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.

### HIGHER EDUCATION

Northern Territory University's (NTU), 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 dominate the technology fields (Figures 2.9 and 2.10).

Figure 2.9

#### 1999 TAFE ENROLMENTS BY BROAD FIELD OF STUDY

Broad Field of Study	Females	Males
	%	%
Architecture, Building	6.1	93.9
Arts, Humanities and Social Sciences	63.3	36.7
Business, Administration, Economics	69.9	30.1
Education	51.0	49.0
Engineering Surveying	2.6	97.4
Health, Community Services	71.9	28.1
Land and Marine Resources, Animal Husbandry	28.9	71.1
Law, Legal Studies	50.0	50.0
Science	32.3	67.7
Services, Hospitality, Transportation	51.1	48.9
Non-Award	44.4	55.6
TAFE Multi-Field Education	45.9	54.1
<b>Total TAFE Enrolments</b>	<b>45.6</b>	<b>54.4</b>

Source: Northern Territory University.

Figure 2.10

#### 1999 HIGHER EDUCATION ENROLMENTS BY BROAD FIELD OF STUDY

Broad Field of Study	Females	Males
	%	%
Agriculture, Animal Husbandry	63.2	36.8
Architecture, Building	43.9	56.1
Arts, Humanities and Social Sciences	67.6	32.4
Business, Administration and Economics	56.3	43.7
Education	73.1	26.9
Engineering, Surveying	7.3	92.7
Health	84.9	15.1
Law, Legal Studies	51.9	48.1
Non-Award	61.5	38.5
Science	43.6	56.4
<b>Total Higher Education Enrolments</b>	<b>61.7</b>	<b>38.3</b>

Source: Northern Territory University.

TAFE is traditionally a male dominated area of study due to the high proportion of trade subjects (Figure 2.9). University study tends to be dominated by women (Figure 2.10). Of the total enrolments at NTU in 1999, 61% were women (Figure 2.11). This reflects the continuing higher retention rates in education for females than males. The most popular university educational qualification is the Bachelor Degree.

Figure 2.11

#### 1999 ENROLMENTS

Course Type	Females	Males
	%	%
Continuing Students	58.6	41.4
Students commencing in 1999	63.0	37.0
Doctorate by Coursework	52.0	48.0
Doctorate by Research	41.7	58.3
Masters by Research	51.2	48.8
Masters by Coursework	57.1	42.9
Graduate Diploma	64.1	35.9
Graduate Certificate	67.7	32.3
Bachelor Degree	61.5	38.5
Associate Degree	39.1	60.9
Diploma	62.5	37.5
Associate Diploma	56.8	43.2
Enabling Course	67.9	32.1
Cross-Institute Program	71.2	28.8
Non-Award Course	62.5	37.5
<b>Total</b>	<b>61.0</b>	<b>39.0</b>

Source: Northern Territory University.

Women commencing higher education in 1999 formed 63.0% of the total new students, up 3% on previous years.

The number of females entering traditionally male dominated courses at Centralian College is continuing to increase. Some significant areas of growth in female participation in the last year have been in business, information technology, education and construction (Figure 2.12).

Figure 2.12

**PARTICIPATION IN NON-TRADITIONAL TAFE COURSES - CERTIFICATE AND ASSOCIATE DIPLOMA**

Course	Female	Male
	%	%
Business (Accounting)	90.4	9.6
Horticulture	22.1	77.9
Construction	19.4	80.6
Commercial Cookery	50.0	50.0
Computer Operations	72.9	27.1
Information Technology	49.2	50.8
Land Management	28.2	71.8
Small Business Management	57.9	42.1
Rural Skills	17.3	82.7
Education	58.7	41.3
Access to Employment and Training	64.6	35.4
Creative and Applied Art	78.5	21.5
Tour Guiding		100.0
Management	43.4	56.6
<b>Total</b>	<b>56.1</b>	<b>43.9</b>

Source: Centralian College, 2000.

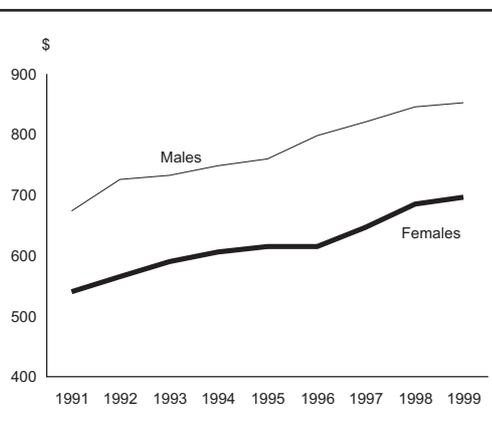
**EARNINGS**

In both the Territory and nationally, women continue to earn less than men. In August 1999, Territory women earned on average \$728.20 a week which is 83.3% of the average weekly earnings for Territory men (Figure 2.13).

Average weekly earnings for all Territory workers continue to be higher than the national average, however the gap is closing (Figure 2.14).

Figure 2.13

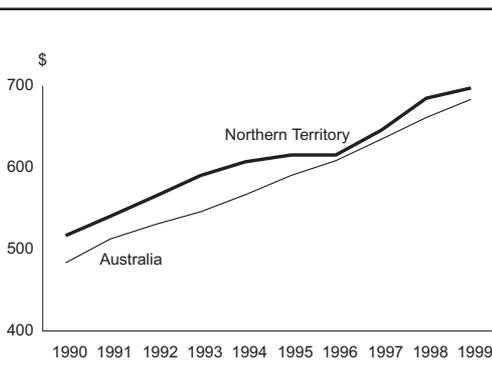
**AVERAGE WEEKLY EARNINGS OF FULL-TIME EMPLOYEES - NORTHERN TERRITORY**



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

Figure 2.14

**AVERAGE WEEKLY EARNINGS OF FEMALE FULL-TIME EMPLOYEES**

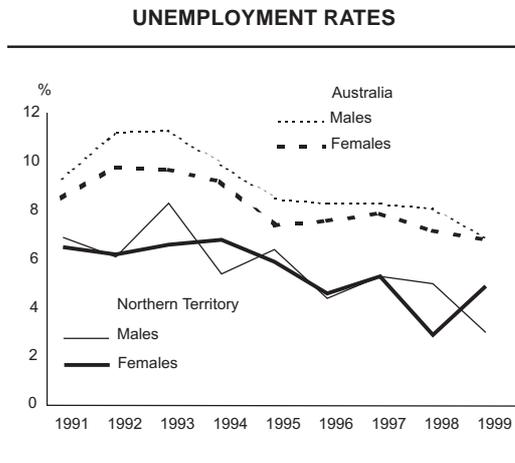


Source: Average Weekly Earnings, ABS Cat No 6302.0.

**EMPLOYMENT**

The rate of unemployment in the Territory for both men and women remains consistently lower than the national average. In 1999 the average unemployment rate for women in the Territory increased significantly to 4.9% from 3.7% in 1998, but remains below the national rate of 6.8% (Figure 2.15).

Figure 2.15



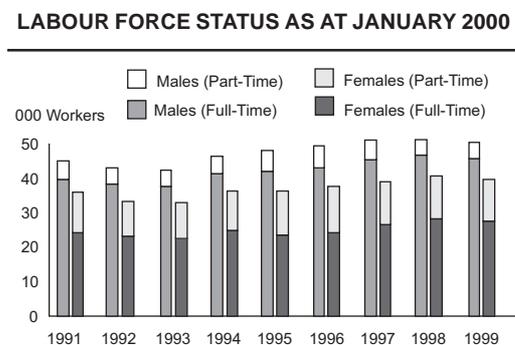
Source: *Labour Force*, ABS Cat. No. 6202.0.

Women account for a considerable component of the Territory workforce. The workforce participation rate for women in the Territory in January 2000 was 62.6%, significantly higher than the national figure of 53.2%, once again reflecting the age demographics of the Territory.

During the course of 1999, the average number of women in part-time employment in the Territory increased by 1 300 from a yearly average of 12 250 to 13 550 employees. Part-time employment represents 33.2% of the labour force.

During the same period women in full-time employment decreased by 100 from 27 300 to 27 200 representing 66.8% of the labour force (Figure 2.16).

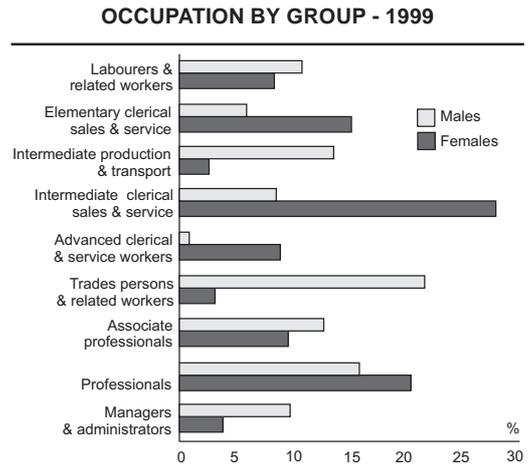
Figure 2.16



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

The predominant occupations for females are the professional, intermediate and elementary clerical, sales and service workers categories, which represented 72.3% of total female employees in 1999 (Figure 2.17).

Figure 2.17



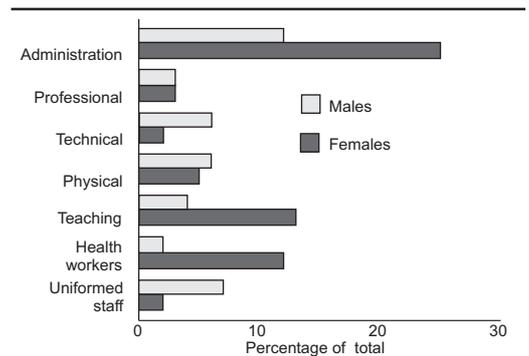
Source: *Australian Social Trends*, 1999, Cat. No. 4102.0.

### PUBLIC SECTOR EMPLOYMENT

The proportion of female Northern Territory Public Sector (NTPS) employees has increased by 6% to 59.6% since *Women in the Budget* was first published seven years ago, in 1993-94.

Figure 2.18

### NORTHERN TERRITORY PUBLIC SECTOR STAFF - CATEGORIES 1999



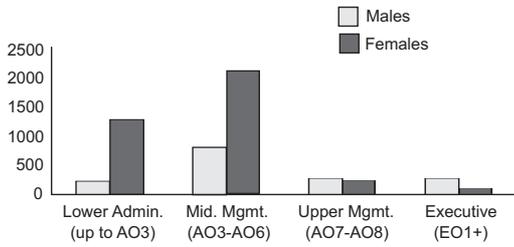
Source: *Office Of The Commissioner For Public Employment, Annual Report 1998-99*.

Women still dominate the administration, teaching and health categories, while making inroads in the middle management and professional areas at an increasing rate. (Figure 2.18)

The number of women exceeds men in almost all age brackets except in the fifty-six to sixty-five age brackets. This domination by women is attributed to the fact that the NTPS workforce is made up of 60% women and 40% men. (Figures 2.19 and 2.20)

Figure 2.19

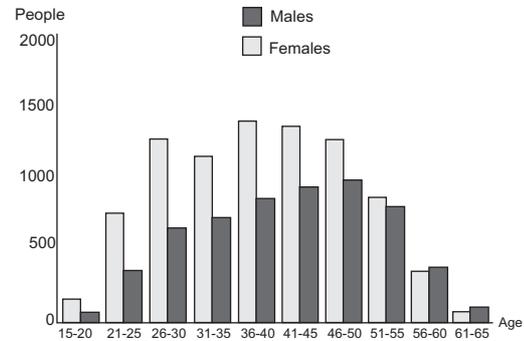
**NORTHERN TERRITORY PUBLIC SECTOR  
STAFF – CLASSIFICATION LEVELS**



Source: Northern Territory Treasury.

Figure 2.20

**NORTHERN TERRITORY PUBLIC SECTOR  
STAFF – AGE LEVELS**



Source: Office Of The Commissioner For Public Employment, Annual Report 1998-99.



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## DEPARTMENT OF THE CHIEF MINISTER

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

### 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.

The Office has, since 1994, developed two broad program areas within the framework of *Looking Ahead: Plan of Action for Women in the Northern Territory to the Year 2000* (the Plan), which set a baseline for initiatives by government agencies to enhance women's status within the Territory. The Plan has 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 wellbeing of Territory women.

Office program areas and outcomes are aligned with *Foundations for Our Future*. *Foundations for Our Future*, initiated by the Chief Minister in 1999, provides a framework for all Government policies, plans and actions, as the Territory enters the 21<sup>st</sup> Century.

The two 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

- **Elimination of Violence Against Women**, that is to raise awareness about domestic violence and sexual assault, and work towards reducing the incidence of domestic violence, and towards the elimination of violence against women.

This report sets out achievements against the Plan's reform areas for the past year. Action strategies of the Plan already achieved are reported against in previous *Women in the Budget* papers, as published from 1995 to 1999.

The Territory continues to be the only jurisdiction in Australia to adopt the accountability measure of reporting each year, across the public sector, against Government policy directions and goals for women in a supplementary budget paper.

Expenditure in 1999-00 is estimated at \$1 162 000, with a budget of \$1 151 000 in 2000-01. In 1999-00 the allocation includes anticipated receipts of \$210 000 from the Commonwealth under Partnerships Against Domestic Violence agreements.

### ACHIEVEMENTS 1999-00

Throughout 1999, and at the direction of the Chief Minister, the Office planned, implemented and managed a major Territory-wide consultative process to assist Government in determining a new policy framework for Territory women from the year 2000.

Almost 1 600 women, across all regions, age groups, ethnic and cultural backgrounds, and from a range of social groupings,

actively participated as partners with Government in this major exercise designed to integrate women's policy priorities into Government planning.

The multi-method consultative process included a questionnaire and survey, structured interviews, focus groups, and public meetings. Independent consultants with specialist skills ranging from data analysis to cross cultural facilitation were contracted to carry out and report on discrete components of the Strategy.

In bringing about this major activity the Office:

- analysed the preliminary scoping questionnaire, with the 285 responses informing the priority areas to be explored in the subsequent, more detailed survey;
- obtained 941 responses to a detailed survey that was distributed to 3000 women across the Territory, negotiating with the Northern Territory University Centre for Social Research, to obtain an analysis of, and report on, survey trends;
- conducted specialised focus groups, meetings and structured interviews with 156 Indigenous women across all regions of the Territory, and analysed the results to identify priorities and key areas of importance to Indigenous women;
- ensured that separate consultations included specific groups such as senior women, women with disabilities and, in conjunction with the Office of Ethnic Affairs, the Migrant Resource Centre in Alice Springs and the Ethnic Communities' Council, women from culturally and linguistically diverse backgrounds;
- worked cooperatively with all major women's organisations and services,

and with government agencies, so that information on, and access to, the consultations was as broad and encompassing as possible; and

- ensured, at each stage, that the resulting data was statistically robust and achieved a good representation of Territory women.

The Office is currently preparing reports on the consultation process and on the subsequent analysis. These reports will assist Government in determining a new policy framework for women from the year 2000. The process has located women at the forefront of Government planning and ensures that women's policy priorities and aspirations are taken into account in Government decision making.

In addition to this year-long project, the Office continued to progress action strategies under the Plan to enhance women's status in society and to work towards women's economic security and independence. Specifically during 1999-00, the Office:

- administered the Chief Minister's Women's Achievement Awards with the Chief Minister announcing twenty-one awards to celebrate the contribution of individual women to a neighbourhood, a community, or the Territory as a whole; and hosting special receptions in Darwin and Alice Springs to present these awards in conjunction with International Women's Day. There were 500 Information Kits distributed in the period leading up to the award as a result of advertising and promotion by the Office. In the year 2000, women received the awards for their contribution to sport, business, land care, arts and the pastoral industry, services to people with a disability, domestic violence, and ethnic and Indigenous communities;

- administered the Northern Territory Government Women's Fellowship with the Chief Minister presenting the \$15 000 Women's Fellowship, in 1999, to Ms Catie Kirke. Her project, which will advance a key objective under the Plan as required, will see produced new Territory-based information on the attitudes, habits and values that contribute to the emergence of eating disorders and the factors which bring about change;
- finalised the 1998 Women's Fellowship for a project undertaken by Ms Anja Tait that piloted the use of music therapy as a preventative and therapeutic tool in the context of women and postnatal distress and, as a result, documented best practices for workers in the health professions. As an outcome of Ms Tait's project, sessions on music therapy have now been introduced in some antenatal classes and the Office is currently negotiating to showcase Ms Tait's findings to workers in the health professions;
- sponsored the production of a new Territory publication, *Women's Talk*, a collection of Territory women's stories that resulted from the 1997 Women's Fellowship undertaken by Ms Leonie Norrington. This publication was released by the Chief Minister at the 1999 Women's Fellowship. The Office has distributed over 1 000 copies to women's organisations, community centres, schools and libraries across the Territory to ensure its wide availability;
- hosted a book launch with authors, writers and editors, to celebrate the release of *Women's Talk*, with the editor of the publication, Ms Leonie Norrington, providing guidance to aspiring authors on developing written work for publication;
- managed the Women's Register and provided candidates for consideration, with relevant skills and experience, for appointment to Government boards, committees and statutory authorities at the local and national levels; and encouraged skilled and experienced women to apply for appointments and to nominate to the Register;
- published statistics reflecting the gender balance of Government boards and committees in the Department of the Chief Minister Annual Report, a practice introduced under the Plan in 1995, with the 1998-99 report identifying that 25.3% of appointed members were, at that time, women;
- expanded the distribution of the Office's *Occasional Paper* series, by introducing as a standard, the availability of all new publications in electronic form, to promote distribution through the Office's Web site and via the Internet;
- produced three newsletter editions with a total of 4 500 copies distributed across the Territory, to provide women with information about the programs and priorities of the Office. Copies of newsletters were also made available on the Office Web site;
- provided specialised presentations on policy frameworks and women for a Korean Delegation of Senior Public Sector Officials, and an AusAID Study Tour of Public Sector Women from Papua New Guinea to enhance understandings of strategic planning and program management and evaluation;
- collaborated with Northern Territory Treasury and worked cooperatively with agencies to produce *Women in the Budget*; with a formal briefing to all nominated Agency officers and

guidelines introduced to reinforce the purpose and accountability structure of the supplementary Budget Paper;

- analysed agency program and activity reports produced for the *Women in the Budget* paper, and developed a specific across-agency report for the paper, on the impact of Government's general programs and services on women and girls;
- published and widely distributed as a stand-alone factsheet, *Statistical Snapshot: Women in the Northern Territory* from *Women in the Budget*, to provide key indicators for women in a range of areas including age and cultural diversity, education and employment, earnings and small business participation;
- provided advice to the Chief Minister, and briefed and accompanied his delegate, the Minister for Local Government, Housing, Aboriginal Development and Central Australia, to ensure a Northern Territory policy perspective at the Commonwealth, State and Territory Ministers' Conference on the Status of Women; and
- represented the Northern Territory on peak groups and intergovernment committees, including the Commonwealth, States and Territories Officials to the Conference of Ministers' for the Status of Women and the Standing Committee of Women's Advisors on the Status of Women.

#### **ELIMINATION OF VIOLENCE AGAINST WOMEN**

As tasked by the Chief Minister, the Office planned and managed, from mid-1999 to early 2000, a major independent outcome evaluation of the Domestic Violence Strategy. Cabinet determined, in 1999, that

core funding for the Strategy would be extended for a sixth year to allow key programs and staff to remain in place while the evaluation took place. The evaluation was designed to focus on assessing outcomes in the community, to document emerging good practice and to analyse options for future consideration.

In advancing this major program responsibility, the Office:

- managed the tender process that led to the appointment of a consultant, following liaison with the peak Domestic Violence Coordinating Committee and the Inter-Departmental Government Committee;
- formed a Steering Group to ensure that the multi-method approach and phases recommended by the consultant were appropriate to the Territory; and that information on the focus groups, structured interviews, street interviews, stakeholder consultations, the free-call 1800 telephone service and the call for written submissions was widely available in all regional centres; and
- managed the consultancy to ensure that a report on the findings of the evaluation is available to Government in May 2000, with Government to consider this report in determining new directions to build on the outcomes achieved under the Strategy.

Additionally, under the Strategy the Office:

- managed a tender process leading up to a Cabinet Decision that awarded planning and delivery of a new Palmerston Family Crisis Supported Accommodation to the YWCA of Darwin initially for five years. The service, which integrates a range of crisis and medium term accommodation options for families in Palmerston and surrounding rural

areas, was opened by the Chief Minister in April 2000. This new model expands the range of crisis shelter options available for women and children in the Northern Territory;

- developed a fourth report, with analysis provided from the Northern Territory University Centre for Social Research, on the Territory-wide Domestic Violence Data Collection Project, its operation and findings from 1995 to 1999 with the report scheduled for publication in 2000-01. The data collection project involves the Office in monitoring agency-based collection, ensuring integrity of data entry and developing and publishing analytical reports and fact sheets. It remains the only jurisdiction-wide data collection process in Australia;
- managed the implementation and evaluation of the pilot Court-Referred Program for Offenders of Domestic and Family Violence as a best practice model on behalf of the nation, with Northern Territory Correctional Services delivering the program. The first of a two-phase evaluation is now completed, with the second outcome evaluation due in December 2000. Program evaluation is designed to monitor and test for behaviour change in offenders at six and twelve months after completing a program;
- designed and developed, and won Commonwealth agreement to fund, a new pilot program for Indigenous Offenders of Family Violence as a best practice model on behalf of the nation. The program will test and produce the first comparative data of a program offered in dual locations: to volunteers in a community setting and by referral in a prison setting. This will build on the emerging findings from earlier pilot programs and continue to influence program decisions being made in the Northern Territory and at the national level;
- extended the second **It's got to stop....** community education campaign, with television and print advertising ongoing throughout 1999-00, and over 3 500 contact cards distributed;
- lodged a submission to the Inquiry into Sexual Assault Laws conducted by the Northern Territory Law Reform Committee, incorporating the outcomes of consultations facilitated by the Office, to assist Indigenous women to contribute to the Inquiry and highlighting the importance of vulnerable witness protections and Indigenous women's perspectives on the court process;
- achieved national recognition for the **Be cool....not cruel** community education program for young Territorians, when it gained in August 1999, a prestigious inaugural Australian Marketing Institute Award for Marketing Excellence in the public sector. The **Be cool....not cruel** program, funded under the Partnerships Against Domestic Violence agreements was piloted by the Northern Territory as a best practice model for the nation;
- evaluated the **Be cool....not cruel** community education program with findings indicating a high level of recognition of the campaign and its characters, with testing showing that over 90% of young Territorians recognised the words **Be cool....not cruel**, knew about Captain Harley, and had heard of Crisis Chat Line;
- achieved enduring outcomes under the **Be cool....not cruel** program that

included the establishment of a Territory-wide twenty-four hour free-call telephone counselling service, Crisis Chat Line; incorporating research papers and publications on young people and domestic violence in schools, libraries and youth services; and publishing detailed information on the program's conceptualisation, implementation and findings of the evaluation, to assist other organisations and jurisdictions to tailor or replicate the program;

- presented extensive information on the **Be cool....not cruel** campaign, by invitation at the April 2000 National Forum on Domestic Violence, Children and Young People, to inform best practice in program design for young people across Australia;
- guided the work of the peak Domestic Violence Coordinating Committee and its four subcommittees and convened Open Forums and Indigenous Open Forums in each region of the Territory to provide information on the Strategy, and promote interaction between Committee members, service providers and key stakeholders in each region; and
- represented the Territory on the Australian Violence Prevention Award committee, and on the national Partnership Against Domestic Violence Taskforce convened to monitor agreements reached by all Heads of Government at the 1997 National Domestic Violence Summit.

#### MAJOR PRIORITIES FOR 2000-01

Major priorities for the Office are:

- to assist Government in determining, producing information, and monitoring and reporting on the implementation of a new policy framework for Territory

women from the year 2000, informed by the wide consultative process undertaken with Territory women during 1999;

- to assist Government in planning future directions to consolidate achievements to date under the Domestic Violence Strategy, informed by the major evaluation of the Strategy that took place over 1999-00; and
- design, implement, and report on program responses that result from the new frameworks.

#### WOMEN'S ADVISORY COUNCIL

The Northern Territory Women's Advisory Council to the Chief Minister (WAC) provides a direct communication link between women of the Northern Territory and the Northern Territory Government. The Council reports directly and is responsible to the Chief Minister.

WAC will have held four meetings in 1999-00: two in Darwin; one in Katherine; and one in Alice Springs. These meetings allow members to discuss various issues of concern and interest to Territory women, and to formulate comprehensive and representative advice to Government and determine strategies to encourage and assist Territory women to become more actively involved in leadership and the processes of government.

At each meeting Council members hear from, and subsequently promote within the WAC newsletter, a Woman of Note who is identified by Council as having achieved a great deal in her area of endeavour. Council continues to visit relevant organisations as part of its meeting program, and integrate key issues raised into matters considered at meetings, and in Council's workplan.

A new Convenor and eleven new members were appointed in July 1999 and at the first

meeting in August a workplan was developed and four subcommittees established. The subcommittees of the Council and their priorities for the coming year were identified as:

- Health and Wellbeing Subcommittee to address access to health education, domestic violence, substance abuse, accommodation and access to appropriate health care;
- Remote Women and Indigenous Issues Subcommittee to address bilingual education, youth offenders, unemployment and safe, secure working environments;
- Education and Training Subcommittee to identify gaps in education and training opportunities for women and determine strategies to assist in minimising these; and
- Profile Subcommittee to address media strategies, the Council newsletter, Council's Web site, networking in schools, disseminating information through the childcare network and ethnic radio, and strategies for profile-raising by members in their local areas.

Members worked on activities and projects for International Year of the Older Person 1999 and International Women's Day 2000.

## WOMEN'S STATUS IN SOCIETY

### ACHIEVEMENTS 1999-00

- Provided advice regularly to the Chief Minister and Government on issues of interest and concern to women by discussions with the Chief Minister and other Ministers after each Council meeting.
- Initiated regional consultations and forums with local women in Alice

Springs, Tennant Creek, Katherine, Yulara, Palmerston and Darwin. Council members met with over 700 women in the course of these regional visits. Council facilitated a number of information sessions on topics such as women's health, financial independence, legal issues, women in local government, presentation and public speaking skills.

- Arranged the 9<sup>th</sup> Alicia Johnson Memorial Lecture, delivered by Ms Leneen Forde AC, and titled Cowboys and Cosmonauts in Darwin and Alice Springs. Over 170 people attended the lectures, and Council subsequently produced the lecture in print.
- Provided a submission, following consultation with the wider community, to the Northern Territory Law Reform Committee inquiry into the laws relating to the Investigation and Prosecution of Sexual Assault in the Northern Territory highlighting the importance of protecting the confidentiality and dignity of victims and witnesses in the process.
- Organised events in Darwin, Casuarina, Palmerston, Katherine, Alice Springs and Tennant Creek, with speakers, dancers and singers to celebrate International Women's Day on 8 March 2000. The Council, with the Business and Professional Women's Association and the Business Women's Consultative Council organised and hosted a UNIFEM breakfast in Darwin.
- Arranged, through the Women and Politics Reference Group, which continued to meet through 1999-00, forums on women and local government, public speaking and effective lobbying skills in Darwin and Alice Springs, following the success of forums on Leadership and Presentation

Skills in 1998-99. Over 100 women attended each of the Women and Politics forums and feedback sheets were overwhelmingly positive, with the vast number of participants evaluating the sessions' content and the networking opportunities as extremely useful.

- Published and distributed four editions of the Council's newsletter, with a circulation of 1 900 of each edition, throughout the Territory.
- Published and distributed a booklet entitled *Leadership Styles – Some Useful Insights from Leaders in the Territory*. Leaders from the diverse worlds of tourism, policing, defence, health and the law were brought together in Darwin and Alice Springs in September 1998 with the aim of encouraging more woman to take on leadership roles. The booklet provides a summary of the information presented by the speakers at the two seminars.
- Raised the profile of the Council within the non-English speaking community through the Multilingual Broadcasting Council of the Northern Territory Incorporated by broadcasts in thirteen community languages.
- Contributed to discussions at the National Women's Forum where WACs and similar organisations from around Australia gathered to discuss issues of national significance. Six major issues of women and work, childcare, women and safety, economic security, access to legal services and health were identified as a priority for all Councils and areas in which work will be continuing.
- Extended the WAC Web site with information about the Council, papers and reports from members, links to other relevant sites, publications of the

Council including the quarterly newsletter and a feedback page.

- Contributed to a number of committees and boards such as the Business Women's Consultative Council, Working Women's Centre and the Cancer Prevention Advisory Committee, to ensure the views of Territory women were represented.
- Presented a display at the Royal Darwin, Alice Springs and Katherine Shows, where members dealt with over 200 queries about the Council, its activities and publications.

#### **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

- Distributed Territory wide pamphlets on women and superannuation translated into a number of different languages including Greek, Indonesian and Chinese.
- Developed a booklet for women who are seeking work or currently working detailing their rights and responsibilities in the workplace.

#### **HEALTH AND WELLBEING OF TERRITORY 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. Activities included nominating older women for the Woman of Note segments and the Alicia Johnson Memorial Lecture and hosting functions for older women in Darwin, Tennant Creek, Alice Springs and Katherine where information was gathered for the coming *Gems of Wisdom* publication.

- Finalised a report for the International Year of the Older Persons, which gathered information on the elderly population in the Territory and existing services and facilities for aged care.
  - Organised and facilitated a retrospective for a well-known Katherine female artist, as part of International Year of the Older Person, which showcased eight decades of her work.
  - Worked with the Department of Education and Territory Health Services to progress the analysis of a survey conducted in 1997 on eating disorders in Territory high school students.
  - Worked with the YWCA to assess the need and progress the development, if warranted, of an accommodation service in the Alice Springs area similar to the Dr Helen Phillipps Cottages in Darwin.
- Territory through discussions with the Chief Minister and departmental staff.
  - Facilitating events to celebrate International Women's Day.
  - Presenting the 10<sup>th</sup> Alicia Johnson Lecture, in Alice Springs and Darwin.
  - Organising the ongoing Women and Politics forums in Darwin and Alice Springs. Forums will be based on areas identified as important by participants such as women in the decision making process 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.
  - Continuing to progress various projects as determined by the Council's subcommittees on health and wellbeing; education and training; remote women and Indigenous Issues.
  - Ongoing consultations with women in regional and remote areas.

#### MAJOR PRIORITIES FOR 2000-01

The proposed work program for 2000-01 will be further discussed at each Council meeting. Priority areas for Council attention are likely to include:

- Encouraging women to become more involved in decision making areas, including all tiers of government.
- Publishing a booklet entitled *Women and Work* to provide information for working women on their rights and responsibilities in the workplace.
- Publishing a booklet entitled *Gems of Wisdom* to commemorate women's contribution to the development of the Territory.
- Providing input into the Government's strategy *Foundations for Our Future* relating to the development of the

Expenditure in 1999-00 is estimated to be \$240 000, with a budget of \$240 000 in 2000-01. Additional support is provided by the Department of the Chief Minister every year of approximately \$20 000 for such things as rent, postage and equipment.

#### OFFICE OF YOUTH AFFAIRS

The objectives of the Office of Youth Affairs are to provide a whole of government approach to policy priorities for young people aged from twelve to twenty-five, and to develop effective communication mechanisms between young people, Government and the wider community.

The Office actively supports initiatives that improve young Territorians' personal

wellbeing, promotes their positive achievements and assists them to reach their goals. In addition, the Office supports events and activities that promote positive recreational opportunities for young Territorians.

## WOMEN'S STATUS IN SOCIETY

### ACHIEVEMENTS 1999-00

- **Chief Minister's Round Table of Young Territorians**

Chief Minister's Round Table of Young Territorians comprises sixteen young Territorians from a variety of geographic, social, cultural and educational backgrounds. Since its inception four years ago, the Round Table has generated a proportionally higher level of interest from young women than young men, in participating on the Round Table.

The Office of Youth Affairs continues to organise Regional Youth Forums in conjunction with Round Table meetings. The Forums are conducted in all major regional centres. Young women have generally attended these forums in greater numbers than young men.

- **Northern Territory Youth Policy**

The Office of Youth Affairs prepared the Northern Territory Youth Policy which was tabled in Parliament in November 1998. The document contains a number of strategies which are being implemented by Government with involvement from this Office, including:

- development of a Youth Suicide Prevention Strategy;
- assistance to enable the provision of drug and alcohol free entertainment throughout the Territory;

- support to young Territorians establishing their own business; and
- provision of youth-friendly information on the Internet about Government programs and services.

This Office will actively ensure that adequate consultation will be entered into with young people in the implementation of the Youth Policy strategies, and that the views of young women are represented through a number of consultation mechanisms including the Round Table of Young Territorians and Regional Youth Forums.

- **The 1999 Northern Territory Youth Festival**

The 1999 Northern Territory Youth Festival provided an excellent opportunity for young women to showcase their talents through a diverse and exciting range of events and activities.

Nine thousand young people celebrated the Festival with over seventy-seven community-based events and activities.

The tour of the indigenous performance group 'Drum Drum' provided a catalyst for a range of musical performances and workshops throughout the Territory. Whilst young women were not specifically targeted, they made up 67% of all participants in the regional areas.

- **Youth Week**

The inaugural National Youth Week was held in the Territory on 2 - 8 April 2000. The theme Count Me In highlighted the positive contribution that young people make to society. Activities coordinated by the Office included the provision of \$28 000 (\$10 000 provided by Department of

Education, Training and Youth Affairs) for community-based events and activities; a series of Northern Territory Public Sector Career Workshops targeting young people aged fifteen to twenty-five years; and a young Territorian Art and Literature Competition held in secondary schools and community organisations throughout the Territory. The topic for this competition was 'What is it like to be a young person in the NT?', and of the 188 entries received, 116 of these were from female participants.

- **Youth Celebration and Recognition of Achievement**

The Office of Youth Affairs continued to support such awards as the Young Achiever of the Year and Young Australian of the Year which recognise and reward outstanding achievement by young people. In 1999-00, a young woman and former Round Table member, Katharina Fehringer, was selected as the winner of the Minister for Young Territorians' Excellence in Youth Leadership Award.

Since 1997, the Office of Youth Affairs has been the major sponsor of the Office of Youth Affairs - Australia Day Council Student Citizen Awards. Approximately 70% of the Awards presented in January 2000 were to young women who had been selected by their schools.

### ECONOMIC SECURITY AND INDEPENDENCE

- **Scholarships Guide**

The Office of Youth Affairs has produced and made widely available a

second edition of the Scholarships Guide, which was first released in 1998. The Guide assists young people, including young women, to access higher education.

- **Youth Development Program and Grants Program**

The Office of Youth Affairs has been operating its Youth Development Grants Program since March 1999. The grants are provided to young people to assist them to participate in personal and community development programs. Specific attention will be paid to ensuring that all groups, including young women, are represented in the allocation of grants. Since the launch of the program, the Office of Youth Affairs has provided grants to the Guides NT, Anglicare, YWCA and Our Lady of the Sacred Heart College for programs and activities targeting women.

In 1999-00 35% of Youth Development Grants were provided to each of the major regions specifically for activities involving women, focusing on areas such as leadership, peer skills development and building self-esteem.

### ELIMINATION OF VIOLENCE AGAINST WOMEN

- Represented the interests of youth on committees including the peak Domestic Violence Coordinating Committee and chaired, directed, and reported on the work of its Working Group on Children, Youth and Domestic Violence, with the Working Group identifying key goals to progress an across-government approach to children and youth who are affected by domestic and family violence.

## HEALTH AND WELLBEING OF TERRITORY WOMEN

### • Drug and Alcohol Free Entertainment

The Office of Youth Affairs has been operating its Drug and Alcohol Free Entertainment Grants Program since March 1999. The grants are provided to young people to assist them to participate in entertainment activities promoting a drug and alcohol free environment. Grants have been provided to the YWCA, Gap Youth Centre - Parrakelye Pertame Aboriginal Dance Troupe, Kilos-Kultura, Darwin Film Society, YMCA Cheerleading, and Northern Territory University Students Union for entertainment activities targeting women.

#### MAJOR PRIORITIES FOR 2000-01

The Office of Youth Affairs will:

- commence preparations for the third Northern Territory Youth Festival to be held in 2001. This Festival will again provide an opportunity to celebrate the diversity of young people, including young women throughout the Northern Territory;
- investigate the feasibility of establishing a register of interested young Territorians, including young women, to formally participate on boards and committees;
- continue to support a range of awards and encourage young women to nominate or be nominated; and
- review and expand the Scholarships Guide to increase access for all young people, including young women, to higher education; and undertake a review of the 1998 Northern Territory Youth Policy to ensure its

appropriateness in meeting the needs of all young people, including women.

### OFFICE OF ETHNIC AFFAIRS

#### ETHNIC AFFAIRS MANAGEMENT

The Office of Ethnic Affairs provides policy advice on immigration, ethnic and multicultural issues. It is also responsible for administering programs of assistance which support migrants to integrate into, and participate within, the community while maintaining their cultural, linguistic and religious backgrounds.

The Office 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 Northern Territory.

The Office of Ethnic Affairs expenditure in 1998-99 was estimated at \$582 000, with the budget of \$1.053M in 1999-00.

Programs include:

- Northern Territory Interpreter and Translator Service;
- Overseas Qualifications Unit;
- Policy Development and Community Access; and
- Ethnic Affairs Sponsorship Program.

## WOMEN'S STATUS IN SOCIETY

#### ACHIEVEMENTS 1999-00

- Completed, through the Northern Territory Interpreter and Translator Service (NTITS), 664 translations. Of this, 30% were information for general public distribution, many of which were useful to women. In addition, approximately 75% of clients who

required interpreting services were women.

- Encouraged bilingual or multilingual women to register and train as interpreters or translators. Out of 155 NTITS registered interpreters and translators, 110 are women. NTITS interpreters are normally on-call, casual practitioners, however, two part-time interpreters are based at Royal Darwin Hospital providing interpreting services in Greek and Chinese languages to patients and hospital staff, the majority of whom 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.
- Distributed a range of information material on the services and programs of the Office which included publications such as the quarterly Newsletter, Multicultural Information Directory, Interpreter Card pack, Multicultural Calendar of Events and A Handbook for Migrants Looking for Work. Assisted in distributing information products produced by the Office of Women's Policy relating to *Elimination of Violence Against Women* and *Advancing Women*.
- Assisted Northern Territory Government and community-based agencies in determining linguistic and cultural appropriateness of their information material on a range of issues vital to women. Activities included:
  - assisting the Top End Women's Legal Service (TEWLS) with a community education project aimed at non-English speaking background women. The NTITS provided translations and recording of messages promoting assistance that can be provided by TEWLS; and
  - providing the Northern Territory Emergency Services with translation into eight community languages of natural disaster action guides: *Cyclone Action Guide*, *Severe Storm Action Guide* and *Flood Action Guide*. These were disseminated to the relevant ethnic communities.
- Provided eleven comparative educational assessments, for general employment and study purposes, to overseas trained and skilled women in a range of occupations such as teaching, accountancy, nursing, sports science, botany, chemical engineering and hotel and restaurant studies. This number represents 36% of the total clients assisted by the Overseas Qualifications Unit. Referral and information services were provided to overseas trained women who were seeking employment or educational opportunities.
- 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, for example, the Domestic Violence Coordinating Committee; Torture and Trauma Survivors Service Committee; Police Ethnic Advisory Group; Anglicare's Community Settlement Services Program; and Territory Health Services' Ethnic Liaison Officer Project.
- Three welfare worker funded positions: Greek; Chung Wah (Chinese); and the Canossian Sisters (Italian and

- Portuguese/Timorese) were placed under the auspices of the Office of Ethnic Affairs. The majority of their clients are women.
- Played a major part in the annual review of the Northern Territory Integrated Settlement Plan. This was undertaken in consultation with Commonwealth and Northern Territory Government agencies, local government and ethnic communities. This review ensured that the settlement needs of newly-arrived women in the Territory were addressed.
  - Provided sixteen awareness programs to 226 government and non-government agency staff on language and culture-specific issues, especially for those working with women from diverse cultural and linguistic backgrounds.
  - Encouraged ethnic or multicultural organisations to undertake projects specifically benefiting 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, for example, the Top End Women's Legal Service project and Filipiniana Senior Citizens Association's activities.

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# OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

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The Office of the Director of Public Prosecutions is responsible for:

- prosecution of criminal matters;
- provision of advice and action to the Attorney-General;
- provision of advice to client agencies; and
- provision of appropriate counsel to all courts, the Coroner and other agencies.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

Both programs, corporate and legal services, within the Activity cater to the managerial and legal systems.

Since the beginning of 2000, the Office has offered two positions of articles of clerkship, one in each of the Darwin and Alice Springs offices. Women have filled both these positions.

An additional position of an Aboriginal liaison officer was created in the Alice Springs office to aid victims of crime, as well as assisting witnesses who are required to attend court. While the position is not specifically directed to just women, it is expected to be used greatly by them, especially Aboriginal and Torres Strait Islander women.

The above position forms part of the Victim Support Unit, which was established during 1996-97 to aid victims of crime. This unit now has a staffing level of six, five of whom are women.

During this financial year, the unit has provided support to:

- 425 witnesses, of which:
  - 229 were women; and
  - sixty-seven were Aboriginal and Torres Strait Islander women.

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# ANTI-DISCRIMINATION COMMISSION

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

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

- **Increasing and expanding existing networks so that isolated women can be contacted and consulted to ensure their specific needs are addressed, and the understanding of 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 public and private sector agencies, and interpreters were used where appropriate.

A formal training program is offered which consists of regional visits on a regular basis and where contact is made with women's groups.

The Commission provides information and awareness training in organisations such as Batchelor Institute of Indigenous Tertiary Education, Northern Territory University: Faculty of Aboriginal and Torres Strait Islander Studies and Nungalinga College. This is often the only access to information for women from some 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 was conducted. The result was an increase in enquires relating 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 coming 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 along with a review of pregnancy issues initiated by the Human Rights and Equal Opportunity Commission.

- **Commencing liaison with Government agencies to ensure they are well versed in anti-discrimination legislation so they can advise women from a non-English speaking background (NESB) 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 NESB.

Training sessions are delivered which address both direct and indirect

discrimination faced by women. The strategies for overcoming barriers to equality of opportunity are discussed in a manner which encourages vulnerable women to gain confidence. The sessions target women working in Aboriginal organisations and the private sector.

- **Working through a translator to increase awareness of the *Anti-Discrimination Act* in Aboriginal communities and NESB groups.**

There have been continuing achievements in this area. Translation of material into selected Aboriginal languages was completed with the help of Aboriginal communities.

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 of working with interpreters and translators.

#### 2000-01 PRIORITIES

The Commission has determined that priorities for women in 2000-01 will include, but will not be limited to:

- monitoring the appropriateness and effectiveness of programs and service delivery to immigrant women and women of NESB;
- advice to Government of any impediments to women receiving fair and equitable treatment;
- use of all the available media, including radio, to reach isolated communities throughout the Territory;
- continuing public education and awareness programs throughout the public and private sectors in 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 (Tagalog, Vietnamese, Indonesian, Thai, Chinese and Portuguese).

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# OFFICE OF COURTS ADMINISTRATION

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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.

## **ELIMINATION OF VIOLENCE AGAINST WOMEN**

### **'FAST-TRACKING'**

Domestic Violence hearings are 'fast-tracked' through the court system and dealt with as soon as is possible, in order to protect the victim.

### **CLOSED CIRCUIT TELEVISION**

Facilities are available to allow victims of crime and vulnerable witnesses to give evidence by means of closed circuit television, providing greater security and reassurance. This facility is available in the Darwin Supreme Court and in the Alice Springs and Darwin Magistrates Courts.

### **SEPARATE WAITING ROOMS FOR VICTIMS OF ASSAULT**

Separate waiting areas allowing isolation of victims and witnesses from defendants are available in the Darwin Magistrates Court and the Darwin Supreme Court. In other courts, vacant interview rooms or separate areas are utilised in consideration of victim protection and support, wherever possible.

### **FACILITIES FOR DOMESTIC VIOLENCE LEGAL SERVICES AND COUNSELLORS**

Office accommodation and facilities are provided for staff of the Domestic Violence Legal Services at courts in Darwin and Alice Springs. The services provide legal assistance and counselling.

### **ACCESS POINTS FOR INFORMATION**

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 SERVICES**

An office has been provided at the Darwin Magistrates Court 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.

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# NORTHERN TERRITORY ATTORNEY- GENERAL'S DEPARTMENT

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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 2000, there were 443 legal professionals registered with the Northern Territory Law Society who were eligible to practice law. Of these, 165 (37%) were women. This is an increase from last year where 133 (36%) professionals were women.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

### EQUAL EMPLOYMENT OPPORTUNITY AND FLEXIBLE WORK ARRANGEMENTS

Although there were no equal opportunity complaints received during 1999-00, the target is to investigate complaints within seven working days.

No workplace harassment complaints were received during the year. There are two trained Workplace Contact Officers of both genders available for consultation.

Flexible work arrangements are managed on a needs-basis at branch level, to accommodate work and family responsibilities. As at March 2000, there were four women in part-time employment.

## ELIMINATION OF VIOLENCE AGAINST WOMEN

### DOMESTIC VIOLENCE

The Department continues to provide representation on the Domestic Violence Coordinating Committee with responsibility for monitoring and coordinating the Government Domestic Violence Strategy. In conjunction with the Northern Territory Police, Summary Prosecutions, the Office of the Director of Public Prosecutions, Domestic Violence Legal Help and the Victim Support Unit (Office of the Director of Public Prosecutions), the Department monitors the criminal justice system's response to domestic violence through the Domestic Violence Prosecutions Sub-Committee.

With the assistance of this Sub-Committee, the Department 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 other legislation involving domestic violence issues, including the *Firearms Act*, are also monitored.

Funding for the Domestic Violence Legal Help Service in Darwin and the Domestic Violence Service in Alice Springs for the 1999-00 financial year will total \$339 290 for both 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 and terms of office. Six of the eleven members are women, compared with two during the previous year.

The Committee advises the Attorney-General on matters affecting the interests of victims of crime, including those matters that affect women victims of crime. It also acts as a forum for the coordination of organisations involved in the delivery of services to victims of crime.

The *Crimes (Victims Assistance) Act* provides for the payment of assistance to victims of crime in the Territory. Since 1 July 1999, the total amount of assistance paid to victims was \$2 141 177 and legal costs amounted to

\$569 983. During this period, a total of 303 victims of crime have applied for assistance under this scheme. Of these, 176 were women.

#### **VICTIMS OF CRIME ASSISTANCE LEAGUE**

The Victims of Crime Assistance League is co-located with the Victim Support Unit in the Office of the Director of Public Prosecutions. Last year the Department provided \$50 000 to the League to enable employment of a full-time manager.

### **HEALTH AND WELLBEING OF TERRITORY WOMEN**

#### **BIRTHS, DEATHS AND MARRIAGES**

The *Births, Deaths and Marriages Registration Act* provides for the registration of births, deaths and marriages and related matters.

Staff from the Office of the Registrar-General are available to assist women in hospital, with the registration of births. Since 1 July 1999, a total of 509 women in Darwin and Alice Springs received assistance to register their babies. Staff can also make home visits to new mothers who may have difficulty in completing registration requirements.

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# NORTHERN TERRITORY TREASURY

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

Women constitute a majority of the organisation's workforce with 53% of the total employees being female. Women occupy ten of the executive management positions, constituting 47% of the senior positions in Treasury.

## WOMEN'S STATUS IN SOCIETY

Treasury 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 collaboration of agency

information and published the 2000-01 *Women in the Budget*. Treasury also provides key statistical information and authors various sections of the publication.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

Managers in Treasury are strongly encouraged to recognise issues relating to, and be actively supportive of, staff who have family responsibilities. Traditionally it is women who have taken responsibility for juggling work and home commitments. Flexible work arrangements are supported to meet these needs, especially in relation to return to work following maternity leave. Part-time work is also encouraged to assist staff with the competing demands of work and home responsibilities.

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# NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

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

The Agency has ongoing strategies in place to:

- advance the role of women in the organisation through participation in career development in an industry which has been traditionally male dominated;
- assist in the elimination of violence against women; and
- provide support for victims of domestic and sexual violence.

## WOMEN'S STATUS IN SOCIETY

At the Australia Day 2000 Honours, Detective Sergeant Sue Carter was awarded the Australian Police Medal (APM) in recognition of her distinguished police service. Detective Sergeant Carter is the first female Territory police officer to receive an APM.

The 1998-99 Rotary and Community Police Officer of the Year was awarded to Acting Sergeant Mary-Anne Stuy of the Aboriginal and Ethnic Services Unit, who has contributed to the awareness of women from ethnic communities on domestic violence issues including reporting to appropriate authorities.

The Police Ethnic Advisory Group was formally launched in February 1999 to act as an advisory body to the Territory Police on issues relating to cultural diversity and

policing. The Group has a current membership of thirty-six and more than half are women from diverse cultural backgrounds. These women have been taking an active role and positive participation in making important decisions carried out by the Group.

The Service also supports the Australian Women in Policing Advising Committee and the Police Women's Advisory Group; bodies established to review and advance female issues in Australasian policing.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

In relation to the Service's commitment to advance the role of women in an industry which has been traditionally male dominated, it is of interest to compare the success of our strategies with the other Australian States and Territories and New Zealand. The following statistics are taken from *Australasian Police Agencies' HR Benchmarking 1998-99* prepared by the Western Australian Police Service.

Percentage of Females against Total Sworn and Unsworn Personnel: The Territory Police has 28.96% of its personnel who are female, just behind Queensland Police with 30.88% and the Australian Federal Police Force with 29.33%. Six police services had lower percentages than the Territory.

Percentage of Sworn Female Members against Total Sworn Members: The percentage of women in the Territory Police increased from 21.40% in 1997-98 to 22.06%. The Territory has the highest

percentage of the nine jurisdictions surveyed of female sworn members.

The Police and Auxiliary Recruitment drive carried out in Darwin during 1999-00 focused on ethnic communities and encouraged interest from several women to consider a career in policing, in particular women from ethnic backgrounds. Expressions of interest from a number of applicants were received and seven women sat a written assessment on 1 March 2000. A Police and Auxiliary Recruitment drive is also planned for 2000-01 to encourage ethnic women to consider a career in policing.

Two female members attended the Police Management Development Program at the Australian Institute of Police Management at Manly, and one female member will be attending the Management Skills for Women, this year.

Territory Police have an Ethnic Liaison Officer and an Aboriginal Liaison Officer. To enhance the Police service provided to the wider ethnic communities and Aboriginal communities of the Territory, both of these positions are currently filled by women.

The Aboriginal Liaison Officer is assisting with the career development of the serving Aboriginal Community Police Officers, training of Night Patrols and cross cultural training for Police Constables and Auxiliary recruits. The Officer is also involved in the permanent Inter-Departmental Executive Committee on Youth Suicide Prevention and the Indigenous Working Group on Suicide.

### **ELIMINATION OF VIOLENCE AGAINST WOMEN**

Since the introduction of a new computer system, Police Realtime Online Management Information System (PROMIS) in May 1999, Police have been able to better collect data in relation to the victims of crime as well as offenders.

From the data gathered since May 1999 to the beginning of March 2000, 2 700 domestic-related incidents ranging from family arguments, breaches of restraining orders, assaults by one family member on another, were attended to by police. Of these incidents, more than a third resulted in apprehensions by police. Almost half of the incidents involved alcohol and about 20% involved a weapon. Of the victims identified by gender, 92% were women and 8% were men. 85% of suspected perpetrators identified by gender were male, and 15% were female.

Enhanced communication and data analysis capabilities will provide the framework for increasing the links between seemingly isolated events, providing the necessary historical evidence to ensure increased success in making perpetrators, including those who commit violence against women, accountable.

### **DOMESTIC VIOLENCE**

To combat violence against women, the Territory Police has specialist Domestic Violence Units in Darwin and Alice Springs, whose core functions include identifying repeat offenders, geographical patterns, and developing and assessing policing strategies directed at reducing the incidence of violence against women.

The Units also provide support to general duties members on patrol. The support includes training and assistance in obtaining urgent restraining orders and standard orders, on behalf of victims. Training may also be given to community groups who liaise with police to achieve successful management of domestic violence cases.

The domestic violence legislation allows the victim or others such as the police, to apply for restraining orders on behalf of the victim. Police involvement ranges from advising and assisting victims in completing applications for domestic violence

restraining orders, to completing such orders on behalf of the victim. Since May 1999, some 1 130 restraining orders were successfully applied for, demonstrating a growing rejection of violence against women in our community. More than a third of confirmed domestic violence orders were taken out on behalf of victims, or assisted in court by police.

Police have actively supported amendments to the domestic violence legislation. Should these amendments be approved, the first response action by police will be streamlined to ensure improved case closure times to lessen the trauma of procedures experienced by victims.

The Ethnic Liaison Officer has convened and facilitated a Domestic Violence Workshop in Darwin for Aboriginal Community Police Officers and Night Patrols. A Domestic Violence Workshop for Aboriginal Community Police Officers and Night Patrols will be conducted this year in Alice Springs to familiarise those who attend to domestic violence incidents. This will allow better access to information on domestic violence incidents to be provided to managers to ensure incidents are handled in accordance with Government and Police policy.

To ensure transparency and best practice, a General Order is also being developed to deal with domestic violence situations

involving police members as perpetrators. This General Order is expected to be promulgated by May 2000.

The new PROMIS system has significantly improved reporting procedures which means that all domestic violence incidents are captured from the time of the initial call taking. Further enhancements to the Territory Police computer system have enabled specific queries to be undertaken in relation to domestic violence incidents.

#### **TRAINING AND DEVELOPMENT**

In 1999, four Aboriginal Community Police Officers received violence liaison officer training to enhance existing services to women in Aboriginal communities. Police continue to work closely with Aboriginal legal service providers, such as Central Australian Aboriginal Legal Aid Service, to raise awareness among Aboriginal women of their rights, and ease access to help that is timely and appropriate.

Training in domestic violence for all police members, including Aboriginal Community Police Officers, front counter and communication staff is to be conducted by July 2000. Training is to focus on clearly identified levels of service defined by a series of approved standard operating procedures that emphasises proactive intervention on behalf of victims, by attending police officers.

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# OFFICE OF THE COMMISSIONER FOR PUBLIC EMPLOYMENT

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The Commissioner for Public Employment is responsible for the development of employment policy and practice frameworks to support the objectives of the Northern Territory Government as the largest single employer in the Territory. The employment of a workforce from a rich and diverse Territory community aims to enhance the achievement of Government objectives. Women make up 59.6% of the Northern Territory Public Sector (NTPS).

The Office of the Commissioner for Public Employment develops sector-wide policies on all aspects of employment such as recruitment, promotion, mobility, discipline, redeployment and retirement. The Office is also responsible for the monitoring of equal employment opportunity and managing a range of development programs across the public sector. An ongoing focus for the Office is to initiate activities that lead to an increase in the diversity and flexibility of the public sector. These policies and programs directly influence the status and economic independence of women.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

### **PUBLIC SECTOR EMPLOYMENT AND MANAGEMENT ACT**

The *Public Sector Employment and Management Act* provides for the development and implementation of Equal Opportunity Management Plans at agency level. Chief Executive Officers are required to report annually on programs and initiatives designed to ensure that

employees have equal employment opportunities.

Equal Opportunity Management Plans 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.

The Office strives to collect and publicise accurate statistics on diversity issues to drive improvements to Equal Opportunity Management Plans within agencies. Indications are that agencies are developing better linkages between equity strategies and business plans, a move continually promoted by the Office.

Active involvement of women in the workplace and on consultative forums is encouraged through Equal Opportunity Management Plans and supported by appropriate development opportunities. Although no specific budget is identified for women within agency Equal Opportunity Management Plans, programs targeting women in these plans have a significant budgetary impact across the public sector.

### **PUBLIC SECTOR CONSULTATIVE COUNCIL WORKING PARTIES**

The Office continues to provide coordination and secretariat support to the Public Sector Consultative Council.

The Council previously had two working parties that examined issues directly related to women in the workforce; The Equal Employment Opportunity Working Party

and the Work and Family Responsibilities Working Party. These working parties went into recess in 1999 due to the restructure of the NTPS, and have now been amalgamated to form the Equity, Diversity and Flexibility Working Party, which will examine issues directly related to women.

Changes to the workplace mean that issues can no longer be considered in isolation and effective human resource strategies aim to meet multiple agendas. This working party will continue promotional activities and research of the issues in a broader context.

The Council has approved the establishment of a new working party to examine workload issues, including flexible work practices and family or personal responsibilities, and their relationship to the work environment. This is in addition to the working party on work-based child care, looking at the feasibility of the provision of childcare facilities for employees, where appropriate.

The nature of these working parties is generally of more interest to women. Important issues for these working parties will be addressing the needs of women in securing employment and maintaining a balance between work and home life.

### DEVELOPMENT PROGRAMS

Key development programs coordinated by the Office are specifically designed to encourage women to explore their potential and to achieve advancement in management and leadership roles.

### MANAGEMENT SKILLS FOR WOMEN

The Management Skills for Women (MSFW) program has been conducted over the past ten years and has been acclaimed nationally as an extremely motivational and successful career development opportunity for female middle managers. The program focuses on achieving change in both

participants and their organisations, as well as assisting women to develop effective management skills and behaviours for current and future positions. During 1999, two programs were conducted, one in Darwin and one in Alice Springs.

A strength of the MSFW program is the support provided by mentors to the individual participants. Mentoring programs were held to share and capture the learning from the 1999 MSFW program, to further develop understanding of reflective practices, and to identify continuous improvement issues for the 2000 MSFW program.

Figure 3.1

Program	1999	Estimated Expenditure	
		1999-00	2000-01
MSFW	50	\$95 000	\$131 000
Mentoring Programs	44	\$31 000	\$31 000

In addition to these programs which specifically target women, the Office runs a number of other development programs which assist in the development of women in the NTPS. Statistics for these programs are provided in Figure 3.2.

### CAREER DEVELOPMENT

Career Development was a major focus of the Office in 1999, supported by a number of programs. The newly restructured Career Planning program was implemented in 1999 with 130 (79%) of the 164 participants in the workshops being women. Expenditure on the program is estimated to be \$120 000 for 1999-00 dropping slightly to \$95 000 in 2000-01.

### NEW OPPORTUNITIES FOR WOMEN

The New Opportunities for Women program is aimed at women who would like an appreciation of supervisory and

Figure 3.2

Program	Participants	Estimated Expenditure			
		1999-00		2000-01	
		1999	Total	Total	Women
Executive Development Programs			\$128 000	\$53 300 (42%)	\$329 000 \$122 200 (37%)
Graduate Certificate Course of Public Sector Management (PSM)	90		\$200 000	\$106 000 (53%)	\$231 000 \$122 400 (53%)
Investigation Officer Training	30		\$34 000	\$15 600 (46%)	\$72 000 \$33 100 (46%)
Leadership and the Middle Manager	119		\$42 000	\$21 800 (52%)	\$42 000 \$21 800 (52%)
Taking Responsibility For Change	38		\$18 000	\$13 300 (74%)	\$18 000 \$13 300 (74%)

pre-management issues in the NTPS. The program provides an overview of organisations, in particular their structure and systems, and the big picture of current directions for change, as well as developing interpersonal and networking skills.

Figure 3.3

	Estimated Expenditure		
	1999	1999-00	2000-01
Total Participants	53	\$15 000	\$5 000

### MORE OPPORTUNITIES FOR REGIONAL EMPLOYEES

The More Opportunities for Regional Employees program targets regional employees, both men and women generally from AO3-AO6 levels. It is a two-day introduction to management, self-awareness and personal development.

Figure 3.4

	Estimated Expenditure		
	1999	1999-00	2000-01
Total Participants	16	\$5 000	\$5 000
Women Participants	13 (81%)	\$4 000	\$4 000

### 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 a program aimed at encouraging greater participation by indigenous people in the professional levels of the NTPS. This year there were thirteen new cadetships offered and of these, seven places (54%) were accepted by women.

Figure 3.5

	Estimated Expenditure		
	1999	1999-00	2000-01
Total Participants	13	\$180 000	\$169 000
Women Participants	7 (54%)	\$99 000	\$91 000

\* NTPS and Commonwealth funded Program. These figures represent NTPS expenditure only.

### GRADUATE TRAINEESHIPS

Graduate Traineeship programs are offered by various agencies within the NTPS. These programs provide employment opportunities for young Territorians and are designed to provide practical work experience to complement a recently completed course of study at a tertiary institution. A total of forty-four trainees

were employed in the Professional and Administrative streams in 1999 and of these twenty-eight (63%) were women. Overall expenditure for these programs was \$2 115 633 in 1999-00, of which \$1 342 042 was for female trainees. An equivalent level of expenditure is estimated in 2000-01.

The changing nature of the personal development needs of employees, especially women, requires that constant attention be given to exploring and developing new programs and new methodologies for their delivery. New approaches to job and work design, among other issues, will be part of a new series of presentations on the Northern Territory Public Sector 21 (NTPS 21) themes in the coming year.

#### **WORKFORCE ISSUES**

Awareness raising for women in relation to workforce issues continues through the consultation processes of legislative review and the Enterprise Bargaining Agreement. This relates particularly to the provision of flexible leave and working arrangements and the availability of home-based work. The Government continued to promote its commitment to training and development as an integral part of agency human resource management and equal employment opportunity strategies.

Workforce issues relating to women were also raised and discussed with agency representatives at the quarterly Human Resources Forum, and the outcomes were made available on the intranet and Internet.

Women are encouraged to participate in all aspects of employment review including consultative forums, committees and through the Enterprise Bargaining process. The Office increasingly promotes and uses new technology to make information on all aspects of employment more readily accessible.

#### **FLEXIBLE WORK PRACTICES**

A flexible public sector will support the Government initiative announced in 1999, *Foundations for Our Future*, by attracting and maintaining a diverse range of employees. The provision of flexible employment conditions will allow employees to find a balance between family and work life.

The Office will continue to market flexible work practices for NTPS employees, with particular focus on parents and women, including increased access to sick leave for the care of family and flexible maternity and paternity leave arrangements, job sharing, part-time employment and working from home. A remote access pilot program to test and evaluate the suitability and effectiveness of a 'work from home' strategy commenced in the reporting period.

#### **FUTURE COMMITMENTS**

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

- a revision of sector-wide policies on the key issues identified in NTPS 21 within the context of *Foundations for Our Future*, including home-based work, child care facilities, shared employment in remote localities and workload issues;
- a review of the effectiveness of sector-wide learning and development programs; and
- promotion of more flexible work practices that balance the needs of individuals and agencies.

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# DEPARTMENT OF INDUSTRIES AND BUSINESS

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The Department of Industries and Business was established with the aim of delivering 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.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

### **BUSINESS WOMEN'S CONSULTATIVE COUNCIL**

The Business Women's Consultative Council was established in 1993 as a link between Territory business women and Government.

The Council, which normally has twelve representatives, currently has ten representatives: five from Darwin, three from Alice Springs, one from Katherine and one from the Women's Advisory Council (WAC). Processes are in place to fill the remaining two Council vacancies.

The Council provides a conduit for women in business to advise Government on their specific needs and requirements, and to assess the future economic development of the Territory. The Council meets on a quarterly basis in different regions of the Territory, and hosts networking functions and open forums for various industry sectors.

The broad regional representation is significant and allows all Territory business women the opportunity to raise issues with

the Council and for the Council to raise those issues with Government.

Within the Department, 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.

During 1999-00, the Council undertook a research project focusing on women in business in the Territory. An Executive Summary of the *Northern Territory Women in Business* Report was launched in May 2000. The Report revealed a number of interesting trends amongst Territory business women and provides a framework for future projects and policy decision making.

### **STRENGTHENING TIES**

Ties have been strengthened between the WAC and the Council with briefings conducted by the WAC Convenor and the Council Chair after each quarterly meeting. A presentation to the WAC by Council members was made in March 2000, advising of the role and future directions of the Council.

A breakfast seminar, organised jointly by the Council, WAC and Business Professional Women, was held in March 2000 as part of International Women's Day celebrations. Annual breakfasts are also planned for Alice Springs and Darwin as a permanent fixture in the October Business Month activities.

Council related expenditure in 1999-00 is estimated at \$60 000 and it is anticipated that this figure should remain constant in 2000-01.

### **BUSINESS INFORMATION SERVICES**

A number of networking functions and Women in Business seminars were held throughout the year in conjunction with the Council. Networking and seminar functions have been conducted throughout the Territory with guest speakers including Ms Terina Saunders, Northern Territory Telstra Business Woman of the Year 1999, Ms Vicki O'Halloran, Northern Territory Telstra Business Woman of the Year 1998 and Ms Glenys Schunter, Austrade Senior Trade Commissioner, Kuala Lumpur.

These seminars were well attended and it is anticipated they will continue on a regular basis throughout the major Territory regional centres. Related expenditure in 1999-00 is estimated at \$10 000 with a budget of \$10 000 in 2000-01.

### **WOMEN IN BUSINESS WEEK**

In previous years, the Council presented one day conferences in Darwin and Alice Springs, 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 conferences were well received and feedback indicated that the participants of the conferences gained valuable knowledge and business-related information.

The one day conference format was reviewed and superseded in 1999 by a Women in Business Week as a part of October Business Month, covering all Territory regions. The following information sessions were staged:

- Success for the Future, a dinner presentation by guest speaker Ms Eve Ash, Seven Dimensions in Darwin;
- Women in Business, breakfast presentations by guest speaker Terina Saunders, Northern Territory Telstra

Business Woman of the Year 1999, in Darwin and Katherine;

- My Body – Myself, a lunch presentation by Ms Catie Kirke, 1998 Telstra Business Owner Award winner in Tennant Creek; and
- Emerging Trends, a half-day workshop in Alice Springs with guest speakers Carolyn Barker – Australian Institute of Management, Nanette Carroll – Brookstreet Recruitment and Gail Lidden – Topend.com.

A week of presentations for Women in Business Week is planned for inclusion during October Business Month 2000. Activities are planned for each major region.

Expenditure in 1999-00 is estimated at \$20 000, with \$25 000 budgeted for 2000-01.

### **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. Award winners are eligible to compete in the National Telstra Business Women's Awards.

In 1999, there were four national prize categories in addition to the Chief Minister's Young Business Woman of the Year Award. 1999 winners were:

- Chief Minister's Young Business Woman of the Year Award won jointly by Ms Geraldine Howath, All Sorts Café, and Ms Michelle Cox, Pinecot Pty Ltd;
- Westpac Business Owner Award, Ms Terina Saunders, Darwin Occupational Therapy Clinic;
- Shell Australia Corporate and Government Award, Dr Dianne

Stephens from the Royal Darwin Hospital, Territory Health Services;

- AusIndustry Private Sector Award (business with fewer than 100 employees), Ms Julie Ross, Ross Engineering Pty Ltd;
- Ansett Private Sector Award (business with more than 100 employees), Ms Sharon Davis, Frontier Services; and
- Overall winner of the Northern Territory Telstra Business Woman of the Year Award was Ms Terina Saunders, Darwin Occupational Therapy Clinic.

Expenditure for the Telstra Business Women's Awards in 1999-00 was estimated at \$20 000 with an increase in the budget to \$25 000 in 2000-01, to host a series of seminars to assist participants in preparing a winning entry.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

The Consumer Affairs Group, among its many projects, is participating in a National strategy with other states' Women's Policy and Consumer Affairs Departments, to develop and implement pilot programs directed at addressing discrimination against women by people in the motor vehicle industry. The desired outcome is a better informed and more equitable market place where women consumers and the industry know their respective rights and responsibilities.

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# ABORIGINAL AREAS PROTECTION AUTHORITY

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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 five out of ten 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.

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# NORTHERN TERRITORY CORRECTIONAL SERVICES

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Northern Territory Correctional Services provides an essential service to the community by delivering key outcomes under the broad headings of containment and supervision, resource management, offender care, rehabilitation, reintegration and reparation.

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

## WOMEN'S STATUS IN SOCIETY

This Agency is actively involved in pursuing an increase in the participation of women in the management and delivery of Correctional Services.

Participation by women staff members of Correctional Services in the Public Sector Management Course has seen one female graduate and one female enrolment during 1999. The National Police Management Development Program had one female graduate during 1999 and one female enrolment for the year 2000 course.

Two women are currently attending the Senior Prison Officer Promotional Course, and three women are currently enrolled in the Certificate III in Correctional Practice.

During the year, the Agency was proud to have a young female trainee undertaking a 12 month traineeship, and Alice Springs Community Corrections rewarded with recognition as the Trainee of the Year by Group Training Northern Territory.

Two women within the Agency have been nominated for the National Medal, and will be presented with their medals later in the year. The National Medal is a formal recognition by the Commonwealth Government of men and women, who have achieved an aggregate of fifteen years of service within correctional services, community corrections, the police and ambulance services. Receiving this award is an outstanding accomplishment.

A Women in Corrections Conference is planned for October 2000 in Adelaide. The Conference looks at issues that are relevant to women within the Corrections arena. The Agency will be sending delegates to this conference.

The number of women held in custody remains low in comparison with males. The daily average of women held in custody in the 1999 calendar year was twenty-five. The total number of sentenced prisoners incarcerated during 1999 was 1 595, of which seventy-nine were female, representing approximately 5% of the total adult prison population.

The Don Dale Centre is a juvenile detention centre with a capacity of up to twenty-five juveniles of both sexes. Facilities at the Centre include educational and vocational programs, which are provided by qualified teachers. Psychological, psychiatric, counselling services and health programs are offered by outside agencies on a needs basis. Programs are designed to meet the individual needs of girls and boys. During 1999 eight girls were detained at the Don Dale facility.

Figure 3.7

COURTS AND PAROLE BOARD ORDERS			
Type of Order	Total		Females
	No.	No.	%
<b>Juveniles</b>			
Probation	134	21	16
Community Service Orders	59	12	20
<b>Adults</b>			
Probation	234	22	9
Parole	108	6	6
Community Service Orders	994	155	16
Home Detention	50	7	14

### WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

During the 1999 calendar year, one Prison Officer Recruit course was conducted in Alice Springs. Three of the twenty-eight recruits were women. The Agency is continuing with strategies to attract more women applicants; this is an ongoing process. The growth of the number of women employed as prison officers has steadily increased. In 1993-94 there were twenty-three female prison officers compared with seventy-eight as at March 2000.

The Offender Management Branch manages prisoner education. There are formal and informal processes in place, which allows offenders to identify their educational needs.

Participation of women in Vocational Education and Training (VET) is significant. In 1999, seventy-nine women were imprisoned and sixty-six participated in training programs. This represents 84% of the female prison population. Figures indicate that women are participating at higher levels than men.

### ELIMINATION OF VIOLENCE AGAINST WOMEN

A first Northern Territory pilot Court-Referred program gained funding from the Commonwealth under Partnerships Against Domestic Violence in 1999, and was implemented through Territory Correctional Services during 1999. The program commenced after an eighteen month development phase in the Office of Women's Policy that particularly involved Indigenous Territorians.

The program is operated at Darwin Correctional Centre and through the Community Corrections offices. The program is a nationally supported initiative and has, as its objective, the management and monitoring of a court-mandated and court-referred programs that aims at reducing the incidence of violence and abusive behaviour in referred offenders.

The aims of the program include:

- reinforce offenders belief that domestic violence is a crime and is not acceptable behaviour;
- challenge the attitudes and behaviors that allow violence to occur and to continue;
- encourage offenders to accept responsibility for the violence they commit;
- provide new skills and strategies to cope with violent tendencies; and
- establish the safety of victims and children.

Referral to the program(s) is through a number of sources and includes:

- the courts, where offenders can be referred for a breach of a restraining order or for a domestic violence offence;
- the Classification Committee at Darwin Correctional Centre where offenders have been sentenced for domestic violence offences and breaches of restraining orders; and
- the Parole Board.

### **WOMEN'S PROGRAM**

This is a community-based program, which aims to provide positive strategies for communities to deal with the issue of domestic violence. In 1999, twenty-one women were contacted in relation to this program.

The Commonwealth Office of the Status of Women is sponsoring a small number of expert working groups to advise on domestic violence issues and perpetrator program options under the national Partnerships Against Domestic Violence initiative. An Agency representative attended a recent meeting on this initiative to discuss programs and strategies for the coming years.

Other programs offered include the Sex Offenders Treatment Program, which is provided within Correctional Centres and is designed to positively address offending behaviour of predominantly male perpetrators against female victims. In 1999, twenty-four men attended this program.

### **HEALTH AND WELLBEING OF TERRITORY WOMEN**

A major achievement has been the Multi Media Offender Rehabilitation Project, 'Ending Offending: Our Message'.

This program is a rehabilitation and reparation initiative implemented by the Alcohol and Other Drugs Unit and the Prisoner Education Unit. The contribution by women to the project was substantial and will increase as the project evolves.

Participants have produced a collection of stories, paintings, songs, music and an interactive Web site, [www.ourmessage.org](http://www.ourmessage.org), addressing the issues of offending, including alcohol and drug use. Throughout this process, they received nationally accredited education and training in areas such as literacy, numeracy, music and art industry skills, computing, woodwork and trades.

Offender art and music exhibitions have also been held in community venues across the Territory. Young offenders contribute to the project via their involvement with the National Alcohol Campaign and the Next Wave Youth Festival held in Melbourne in April 2000.

In support of our reparation commitments, any profits resulting from the sale of music and artwork will be channelled back into remote community projects via the Council of Churches.

Medical services are available to all offenders at Darwin Correctional Centre, Alice Springs Correctional Centre and the Don Dale Juvenile Detention Centre. Specific health programs for women are included in the primary health care.

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# DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

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The Department of Primary Industry and Fisheries vision and commitment is to ensure profitable food and fibre industries through sustainable development. Many primary industry enterprises are family based and consist of partnerships and companies with male and female participation.

## WOMEN'S STATUS IN SOCIETY

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

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

*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 Plan encourages women to use their full potential and ability in the development of profitable and innovative industries, sustainable natural resource management and vibrant rural communities.

The Department seeks to increase women's participation in key decision making positions by:

- monitoring the participation of women on boards and committees, and in industry activities organised by the Department; and
- strengthening links with groups working within the industry.

The Department encourages a more positive portrayal of women in public life through its representation on the SCARM Rural Women's Working Group. During 1999 the Department, through SCARM, contributed to the development of a new award for women leaders in rural industry. The Rural Industries Research and Development Corporation (RIRDC) Rural Women's Award builds on the success of the ABC Radio's Australian Rural Woman of the Year Award, and further recognises skills development amongst colleagues. The 1999 Territory winner was awarded a bursary of up to \$20 000 to assist in the achievement of her personal vision for agriculture and its dissemination to the broader community.

The Territory winner, and two finalists sponsored by the Territory Government, attended the RIRDC Leadership Seminar in Canberra. The seminar provided participants with leadership and management training; media and presentation skills; and networking opportunities and will enable them to play a greater role in the future of rural Australia.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Agency is collaborating with Northern Territory University, Northern Territory

Rural College campus 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.

Property Management Planning is a voluntary process for land managers and their families to improve property planning. Women play an integral part and have been more likely to attend the complete workshop series than their male partners. The number of women participating in this process increased from thirty-eight in 1998 to 135 in 1999.

The Property Management Planning process often assists participants to identify learning needs. Those learning needs can be addressed by the Farm Business Improvement Scheme (FarmBis), which

provides support for primary producers. Both Property Management Planning and FarmBis are jointly funded by the Territory and Commonwealth Governments and are administered by the Department.

Since the introduction of the FarmBis initiative in October 1998, the Department has assisted ninety-six Territory women to increase their economic security and independence. Women have completed courses not only to enhance their technical skills, but also their business skills by attending financial, succession planning, communication, leadership and presentation skills seminars.

#### **NATIONAL CONFERENCE**

Darwin will host the Australian Women in Agriculture annual conference in August 2000. This conference brings recognition to the profile of rural women across Australia.

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# DEPARTMENT OF TRANSPORT AND WORKS

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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 ECONOMIC SECURITY AND INDEPENDENCE

### SKILLED, COMMITTED PEOPLE

The Department continues to support a range of women's staff development programs provided across the Northern Territory public sector. Female staff from the Department participate in the New Opportunities for Women and Management Skills for Women (MSFW) programs each year. Four departmental staff are mentors for the MSFW project teams. The Department also provides project topics for the MSFW program annually. The projects are designed to provide both learning opportunities for participants, as well as contributing to the Department's objectives.

A balance between work and family issues is encouraged where reasonably applicable through the flexible work practices policy and 'work from home' arrangements in accordance with the *Public Sector Employment and Management Act*.

## HEALTH AND WELLBEING OF TERRITORY WOMEN

### EFFECTIVE URBAN PUBLIC TRANSPORT SYSTEMS

The Territory is leading the country in the ratio of easy access 'low floor' buses. These buses increase independent access for the elderly, mothers with young children and people with a disability. Currently twenty five 'low floor' buses are in operation, an increase of five in the last reporting period. Within ten years it is expected that the entire public bus fleet will be replaced with these easy access vehicles.

### ENHANCING ROAD ACCESS ACROSS NORTHERN AUSTRALIA FOR INDUSTRY AND THE COMMUNITY

The development of the rural and remote road network provides increasing capacity for women and children in rural and remote locations to access the broader community. The Department will spend \$29M on improvements to the rural and remote road network in 1999-00.

## ELIMINATION OF VIOLENCE AGAINST WOMEN

### GREATER SAFETY FOR USERS OF PUBLIC TRANSPORT

The Palmerston and Casuarina Bus Interchanges have undergone renovations within the reporting period. Lighting and video surveillance equipment has been upgraded resulting in a safer interchange

environment for travellers, particularly women and children.

The Department has established a construction and maintenance program with the goal of safely and effectively sheltering passengers at bus stops, including

the construction of eight new bus shelters each year.

The Starlight Express service provided safe night travel for the public to and from New Year's Eve 1999 events.

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# TERRITORY HEALTH SERVICES

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The mission of Territory Health Services is to improve the health status and wellbeing 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 WELLBEING OF TERRITORY WOMEN

The purpose of the Women's Health Strategy Unit is to ensure that the health and wellbeing 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 completed in 1999. The new policy, and an accompanying implementation strategy, will be finalised in 2000-01. 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 1999-00 is estimated at \$15 000. No expenditure on policy development is anticipated beyond June 2000.

## PUBLIC HEALTH OUTCOME FUNDING AGREEMENT

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 1999-00 is estimated to be \$392 000. The Allocation for 2000-01 is \$342 000.

## ALCOHOL AND OTHER DRUGS PROGRAM

The Alcohol and Other Drugs Program Budget for 1999-00 of \$14.182M, included \$1.147M from the Wine Cask Levy, \$509 000 from the Tobacco Action Project and \$669 000 from the National Drug Strategy Cost Shared program.

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 local people to identify and address issues associated with alcohol use and the impact it has on their communities. This includes the fostering of local community resources, principally through support and training of local substance workers who live in the communities.

The program recognises that it is largely women and older people in Aboriginal communities who have to deal with the drinking of others. Strategies aimed at assisting people to cope with the drinking of others are the subject of an ongoing research 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 \$8.277M to community-based alcohol and other drug services throughout

the Territory. Another \$1.5M was allocated for community education activities and resources with a particular focus on alcohol, tobacco, cannabis and inhalants. An innovative series of information nights dealing with alcohol issues for women was successfully run throughout the Territory during 1999-00. This activity included new resources, specifically for females, being prepared and made available.

The Remote Area program involves the employment of local community alcohol and drug workers. Since May 1999, a series of workshops have been conducted for people who are working to reduce the harm from alcohol and other drug misuse. The workshops are for people who are often isolated in the work that they do and who may not be undertaking any formal alcohol and drug training. The objective of the workshops is to provide these workers with the knowledge, skills and support to continue what they are doing. One outcome of these workshops has been a flipchart on the effects of alcohol and other drugs on women and babies.

The Tobacco Action Project (TAP) operates as part of Alcohol and Other Drugs Program to address smoking issues. TAP pays particular attention to smoking among minors, young adults and Aboriginal and Torres Strait Islander people. Strategies target smoking during pregnancy and the effect of passive smoking on young children. In September 1999, a community education campaign called Smarter Than Smoking targeted young people. At the same time the Smoke Detector campaign was aired on television urging people to identify retailers who sold tobacco products to young people. There was a positive community response with mainly women calling to report sales to their children. This was followed with retail education and one successful prosecution.

Following the introduction of kava legislation in 1998 prohibiting the use of

kava, the Kava Sentinel System (KSS) was implemented. The objective of the KSS is to monitor the possible impacts of the *Kava Management Act* on Arnhem Land communities, especially the prevalence of other drugs being substituted for kava. It is reported that cannabis use continues to be identified as a major concern for all communities, although it is reported to not be related to kava availability. Kava continues to be consumed with supplies coming from a thriving black market.

#### **NT WOMEN'S CANCER PREVENTION PROGRAM**

The Territory is participating in a number of programs aimed at reducing the incidence of, and deaths from, breast and cervical cancer among Territory women. These programs are funded under the Public Health Outcomes Funding Agreement, a joint Territory and Commonwealth initiative.

#### **SPECIFIC PROGRAMS AND THEIR FUNDING ARE:**

**BREAST SCREEN AUSTRALIA (1999-00 ESTIMATED EXPENDITURE IS \$991 000)**

Breast Screen Australia 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.

#### **RESEARCH INTO WOMEN'S HEALTH**

The Remote Area Maternal Health 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 provided a range of recommendations and options to improve the health of Aboriginal women in their reproductive years.

Phase two of this project which was 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, will be completed by June 2000. Expenditure on this project for 1999-00 is estimated at \$52 000.

#### **TOP END SPECIALIST WOMEN'S HEALTH OUTREACH SERVICES**

Specialist Outreach Services provides a mobile colposcopy and 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.

Since the initial visits in May 1997, 1 719 women have been provided with a service in their community. Expenditure on this project for 1999-00 is estimated at \$173 000.

#### **THE TOP END POSTNATAL 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.

Expenditure for 1999-00 is estimated at \$30 000. The projected expenditure for 2000-01 is \$10 000.

#### **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 Wurlu 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 postnatally.

#### **IMPLEMENT THE NORTHERN TERRITORY CHILDREN'S SERVICES PLAN**

In 1997-98, the Territory Government approved a Five-Year Plan for children's services development. In 1999-00, \$1.417M was provided for this purpose.

The Plan aims to increase the number of child care places to a target access level of 46% of children in the 0 to four year old age group whose parent or 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 1999, the net number of new child care centre places available rose by 598, an increase of 37%. This includes two services established in remote Aboriginal communities. In 1999-00, work has progressed on the development of further services in remote Aboriginal communities, with an expected 213 new places to be established by December 2000.

The majority of both capital and recurrent funding is to be provided by the Commonwealth Government.

#### **EMPLOYER SUPPORTED CHILD CARE**

Under the Five-Year Plan, a seventy-five place child care 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. It also provides extended hours and preschool education services.

#### **IMPROVING LINKS BETWEEN CHILDREN'S CARE AND EDUCATION SERVICES**

Under an agreement between Territory Health Services and the Department of Education, a number of projects aim to improve early childhood service planning and delivery. An integrated care and preschool education service will be established at Jingili Preschool, funded jointly by the Territory and Commonwealth Governments, while policy and protocols will be jointly developed by Territory Health Services and the Department of Education to support the effective delivery of outside school hours care services in school facilities.

#### **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.

#### **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.

The Agency continues to fund non-government organisations for domestic violence counsellors.

Referral and advocacy workers with legal help services, and specialist support workers are also funded.

Community development and training services have continued to implement community-based education and localised violence prevention strategies, including facilitating the establishment of Safe Houses at Bagot Community, Ali Curung, Jabiru and Borrooloola.

### **ABORIGINAL FAMILY VIOLENCE STRATEGY**

A team of Aboriginal Family Violence workers based in Darwin, Katherine and Tennant Creek facilitate responses to Aboriginal family violence in remote communities. They support communities to develop a plan of action to reduce and respond to family violence, and provide information to schools and town councils on promoting violence free communities.

The Agency works closely with the Office of Women's Policy regarding policy issues related to Family Violence, and is represented on the Indigenous Family Violence Reference Group.

Estimated expenditure on the Aboriginal Family Violence Strategy in 1999-00 is \$355 000. This Strategy is funded through the Living With Alcohol Program.

### **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 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.

In 1999 the Women's Health Adviser represented the Agency on the Northern Territory Law Reform Commission of

Inquiry into the Investigation and Prosecution of Sexual Assault.

Expenditure in 1999-00 is estimated at \$205 000, with a Budget of \$205 000 in 2000-01.

### **SUPPORTED ACCOMMODATION ASSISTANCE PROGRAM**

Funding is provided to dedicated women's projects through 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;
- Palmerston Family Crisis Service;
- Nauiyu Nambiyu (Daly River) Aboriginal Women's Resource Centre;
- Childbirth Education Association;
- Country Women's Association;
- Centacare; and
- Yuendumu Women's Centre.

Services for women funded under the program continue to provide effective crisis support in safe and secure environments and to assist women to re-establish their independence.

The Supported Accommodation Assistance program undertook an examination of service delivery to Aboriginal women escaping family violence who utilise Women's Shelters. The project identified a number of examples of good service delivery to rural and remote women, and the Agency is currently building on these to

enhance culturally appropriate service provision. The project also identified a lack of coordination among the programs operating in this sector. Steps are being taken to respond to this problem, including a comprehensive mapping exercise to help

make services aware of each others scope and operating environment.

Expenditure in 1999-00 is estimated at \$2.54M, with a Budget of \$2.719M in 2000-01.

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# DEPARTMENT OF EDUCATION

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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.

## **STATUS OF WOMEN IN SOCIETY**

### **THE ASSOCIATION OF WOMEN EDUCATORS**

The Association of Women Educators (AWE) is a professional body, which is committed to the full participation of women and girls in education. In 1999 the AWE, Darwin Branch received \$2 000 from the Professional Associations Staff Development Advisory Committee to support a workshop entitled *The Power of More than One: Sharing Leadership Around*.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

### **PROFESSIONAL DEVELOPMENT**

The Department is committed to the continuous personal and professional development of its workforce and recognises the important contributions made by females in the system. Ongoing opportunities exist for women to enhance their status in the workforce and claim their legitimate share of programs and activities funded by the Department.

Women educators are active participants in professional development activities and study programs that will have positive

career rewards. Out of a total of 165 principals of educational institutions in the Territory, 40% are women. It is envisaged that this number will increase in the near future.

Teacher of Exemplary Practice (TEP) status is granted on application and assessment at the different levels and carries with it significant economic benefits. Of the total 274 teachers with TEP status, 223 (81%) are women.

### **INDIGENOUS TEACHER EDUCATION SALARY SCHEME**

The Indigenous Teacher Education Salary Scheme (ITESS) is a workplace study assistance program to support Aboriginal and Torres Strait Islander students undertaking full-time study in teacher education courses. Students are paid a part-time salary to undertake their study and are expected to undertake tasks associated with school placement

This is a new program which has attracted twenty-seven applicants this year. Of the applications received, twenty-one were women, all of whom were accepted.

### **ALL-GIRL CLASSES**

To enhance learning opportunities for girls, some schools offer all-girl classes. Single-sex classes for secondary aged students are offered in a number of community education centres for cultural reasons. Darwin High School, for example, offers eight all-girl classes.

## **ELIMINATION OF VIOLENCE AGAINST WOMEN**

The Department has well developed resource packages, which address gender-based violence in schools. Staff in schools have received extensive inservicing on the packages and can now incorporate these into their action plans. The Department also worked closely with the Office of Women's Policy in the launching of its Captain Harley Anti-Violence Campaign. The Department has covered the cost of distributing the promotional material to

schools and promoted its use. The Department has also approved the participation of schools in a survey to determine the effectiveness of the campaign. At this stage seven primary schools and four high schools have indicated their willingness to participate in the survey.

Anula Primary School is using the 'No Fear' resource package as part of a whole school behaviour management program. This specifically focuses on gender-based violence, for example, through playground usage and sport.

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# NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

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The Northern Territory Employment and Training Authority's vision is for 'A prosperous future for all Territorians through lifelong learning and skills development'.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

### **EMPLOYMENT AND TRAINING STRATEGY**

The Authority is currently preparing its three year Employment and Training Strategy for 2000-01, seeking consultation from a wide range of stakeholders who were asked to highlight issues regarding employment and training, the implications on organisations and possible strategies. Through this Strategy the Authority is committed to increasing the opportunities and improving outcomes for under-represented clients such as women. This is a national key result area.

### **VOCATIONAL EDUCATION AND TRAINING**

Female enrolments in traineeships and apprenticeships in 1999 were 449, with 117 already enrolled in 2000. Of these, women have taken up opportunities in seventeen non-traditional fields, most notably:

- Aboriginal Community Policing;
- Automotive Electrical Mechanics;
- Beef Cattle Production;
- Civil Construction-Plant;
- Diesel Mechanics;

- Engineering Mechanics;
- Floor and Wall Tiling; and
- Panel Beating.

### **WOMENS TASKFORCE**

The national Ministerial Council on Education Employment Training and Youth Affairs' Womens Task Force has responsibility to advise Ministers on matters affecting women's access to, and participation in, vocational education and training. The Authority has a representative on this taskforce, which has just released a draft report to Ministers.

### **SENIOR MANAGEMENT TEAM**

The Authority is very positive and supportive of women in the organisation and has a large number of women on the Senior Management Team.

### **EQUITY IN COMPETITIVE TENDERING**

The Competitive Tendering Program for 2000 maintained a separate category tender document for equity programs. This program was first introduced in 1999 to meet the needs of equity target groups or individuals.

### **EQUITY AND INNOVATION FUND**

The Authority has received funding from the Australian National Training Authority to implement the National Disability Strategy and the Partners in a Learning Culture Strategy. It is anticipated that women's issues will be given priority.

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# DEPARTMENT OF SPORT AND RECREATION

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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.

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

## WOMEN'S STATUS IN SOCIETY

### ACHIEVEMENTS OF NORTHERN TERRITORY WOMEN IN SPORT DURING 1999-00

- Swimmer, Judith Green, the 1999 Sportsperson of the Year, broke a world record in the 200 metre breaststroke SB6 event in 1999 and set an unofficial Australian record at the Southern Cross Games in the 100 metre freestyle S7.
- Crystal Attenborough, the 1999 Junior Sportsperson of the Year, competed in the first International Amateur Athletics Federation World Youth Athletics Championships in Bydgoszcz, Poland in July 1999, achieving a seventh place in the 100 metre event and coming eleventh in the 200 metre race.
- Yvonne Mitchell took out fifth place in the under fifty-seven kilogram category of the United States Judo Open in Colorado Springs, USA, in October 1999. Yvonne attained both an Australian and an International (Oceania) ranking of third in 1999.
- Pistol shooter, Christine Trefry, performed well in the World Cup Competition, achieving a second placing in Sport Pistol at Atlanta in July 1999. She also won the Sport Pistol at the Australia Cup Final in Canberra in September 1999 and at the Grand Prix 2 in Sydney in February 2000.
- Elizabeth Andrew represented Australia in the Hong Kong Women's Rugby Sevens in 1999, was a member of the Aussie Gold Women's 7-a-side and the Australian Wallaroo Squad.
- Melanie Goehr was selected in the Australian Representative Women's Rugby Squad and the Aussie Gold Women's 7-a-side in 1999.
- Naomi Roberts was selected in the Australian Representative Squad in July 1999, represented Australia in the Hong Kong Women's Rugby Sevens and was a member of the Aussie Women's 7-a-side and the Australian Wallaroo Squad.
- Mellissa Dunn and Nadia Romeo represented the Territory in the National Wheelchair Basketball League in 2000.
- Pip March, the Executive Officer of the Northern Territory Hockey Association, was granted life membership by Women's Hockey Australia in recognition of her contribution to hockey through the Northern Territory Hockey Association and the National League. Pip is the first in the Territory

to receive life membership from the national body.

**NORTHERN TERRITORY INSTITUTE OF SPORT**

NTIS has twenty individual scholarship holders, 50% of whom are female. 33% of the Institute's 164 squad athletes are female.

Of the Institute's athletes playing 'mixed sports', that is, those sports not predominantly male or female, such as football or netball, females make up 42%.

Half of the Institute's thirty-seven member swimming squad is female. The hockey squad of twenty is also evenly divided between males and females.

**WOMEN IN SPORT AND RECREATION**

A major priority for 1999-00, the Women in Sport and Recreation program, held biennially in May, aims to promote and increase participation in sport and recreation activities by women and girls.

The format has changed this year to extend activities over the month of May, alleviating the congestion of too many activities on one weekend and encouraging ongoing participation. It will also provide remote and regional organisations flexibility to deliver a program best suited to their needs.

To assist sport and recreation organisations with the cost of participating in the program, a total of \$30 000 was dispersed to ninety-seven organisations across the Territory. Recipients included community councils, sport and recreation organisations, community organisations, cultural organisations and social agencies.

The following table summarises the allocation of program grants.

Region	Number	Amount
Alice Springs	21	\$6 250
Darwin and Rural	32	\$11 000
East Arnhem	5	\$1 300
Jabiru	3	\$950
Katherine	18	\$4 900
NT Peak Associations	10	\$3 150
Tennant Creek	8	\$2 450
<b>Total</b>	<b>97</b>	<b>\$30 000</b>

**EVENTS**

The Northern Territory Sports Awards held in April recognised the outstanding achievements of Territory athletes. The categories were revised for the 1999 event and Territory sportswomen were well represented in the list of nominations and winners. Both the Sports person of the Year and the Junior Sports person of the Year awards went to women athletes.

**100 YEARS OF FEMALE PARTICIPATION IN OLYMPIC GAMES**

The Arafura Coach 2000 conference in May coincides with the celebration of 100 years of female participation in the Olympic Games, which will be a focus of the event. The conference is aimed at providing Territory coaches and sports trainers with access to the latest coaching education developments. The 2000 conference is particularly relevant for female coaches and coaches of female athletes.

**SPORT AND RECREATION GRANTS**

Grants totalling \$5.64M have been allocated to sport and recreation organisations in 1999-00. The organisations cater for all sectors of the community and are required to provide evidence of policies and practices that encourage access and equity to targeted groups such as juniors, women and the disabled.

The following organisations have a particularly strong focus on providing activities for 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.

More Australians are participating in organised sport and physical activity, according to figures released by the Australian Bureau of Statistics for 1998-99. Walking, swimming, aerobics and fitness were clearly the most popular activities for women in the Territory. For all activities, non-organised participation exceeded that of organised participation.

#### **INTERSTATE INVOLVEMENT**

The Department remains actively involved with the Special Sub-Committee on Women in Sport which considers a number of current and emerging issues for women and girls in sport and reports to the Standing Committee of Recreation and Sport. Recent issues, addressed by the subcommittee, included 'sexploitation' of women's sport, and training in leadership and decision making.

#### **DEVELOPMENT PROGRAMS**

A new training program for women 'Mentor as Anything' is to be implemented in the Territory in 2000. This training program is aimed at increasing the number of women in coaching and sports administration positions, and adding support by fostering mentor and mentee relationships. The NTIS and the Australian Sports Commission will coordinate this joint project.

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# DEPARTMENT OF CORPORATE AND INFORMATION SERVICES

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The Department of Corporate and Information Services was established to centralise the provision of corporate support functions. Corporate support services provided by the Department include personnel, finance, libraries, archives, contracts and procurement. The Department aims to deliver these centralised services more efficiently and to higher standards than has been possible under the previous distributed management arrangements.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

The Department has a strong gender bias in favour of women. In the middle management levels (A05-A07) the number of women exceeds the number of men. In the executive level, over 30% of the employees are women.

### **FLEXIBLE WORK PRACTICES**

The Department continues to build on its commitment to support women employees to achieve a balance between home and working life. Through the appropriate use of technology the Department has the ability to offer women the choice to work from home, while being connected to all information technology systems available to their workplace colleagues.

Job sharing is promoted within the Department to help assist women combine their roles as mothers and workers. Women employees in regional centres are working

part-time or job sharing to fit in with their children's needs.

A Carer's Room in the Darwin office, equipped with a sofa bed, some entertainment equipment and a workstation, continues to provide a useful facility. This enables employees responsible for the care of family members, to provide that care in one-off situations, without the loss of productivity associated with an absence from work.

### **DEVELOPMENT**

Women are supported in all levels of study including Bachelor of Business, Executive Development Programs, Public Sector Management Courses as well as traineeships. The Department's Equal Opportunity Management Program is actively examining ways of improving the distribution of women through all senior levels of the Department.

### **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 closed to new employees on 9 August 1999, with the rights and entitlements of current members to be fully protected. A new accumulation scheme, funded at the superannuation guarantee level, was established for new employees from 10 August 1999.

Women constitute 61% of the 11 203 NTGPASS members and are represented on the Investment Board of the Scheme.

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

enhanced communications with members through the Superannuation Office Web sites on the intranet and Internet, Circulars and Annual Reports to ensure members are provided more detailed membership and scheme information.

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# OFFICE OF COMMUNICATIONS, SCIENCE AND ADVANCED TECHNOLOGY

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The Office of Communications, Science and Advanced Technology aims to create social, cultural and economic opportunities for all Territorians. 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 Northern Territory to become part of the 'online economy' and participate in its benefits.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

Economic security for women can be achieved 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 raising awareness of using the Internet to do business.

Sessions entitled Life in the Information Age have targeted subjects such as e-Commerce and women in business. Sessions were held in Darwin, Alice Springs and Katherine. As 1999 was the International Year of Older Persons, sessions included Seniors on the Net. These sessions were well attended by women.

In 2000, Life in the Information Age sessions will target women living in rural and remote communities. Other sessions will encourage women to gain online access. Strategies, such as the Katherine Regional Portal, will also introduce initiatives for women living in rural and remote areas. The Office sponsored the Northern Territory branch of

a national career Web site called [ignite.net.au](http://ignite.net.au), which encourages women to seek a career in information technology and telecommunications.

The Office developed the Electronic Outback project which is funded through the Commonwealth's Regional Telecommunications Infrastructure Fund to provide infrastructure to sixty-six remote communities within the Territory. The project enables communities to receive broadband communications, such as the Internet and e-Mail, as well as teleconferencing facilities to enable telehealth and telemedicine. In providing this access, it is hoped to reduce feelings of isolation for families in remote areas and ultimately improve social and economic opportunities through increased information flow.

Electronic Outback is expected to improve education, health, and law and order in remote communities which should lead to a higher standard of living. Using e-Commerce should create a means of income for remote areas, improving the sustainability of communities.

Community Steering Committees are being formed to assist in the implementation of the Electronic Outback. Representation by women is a requirement of these committees.

The Office is also facilitating the Territory's participation in GOVERNMENT, an inter-governmental initiative which will allow seamless access to a range of information in all three tiers of government, some of which will be specifically targeted to women.

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# DEPARTMENT OF ARTS AND MUSEUMS

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The Department of Arts and Museums enriches Territory lifestyle through developing the cultural potential of the Northern Territory. The Department aims to encourage increased participation in, and access to, cultural experiences; to collect, preserve, research and showcase the Territory's natural and cultural heritage; and to support and contribute to the economic and social development of the Territory.

The Department continues to support, promote and showcase women as key contributors to the artistic and cultural elements of the Territory's development, through equitable and accessible programs and initiatives.

## WOMEN'S STATUS IN SOCIETY

The Department's programs offer a diverse range of opportunities to facilitate a positive portrayal of women in public life, and to improve public awareness of the contribution made by women to the Territory's cultural, scientific and artistic life.

## ALICE SPRINGS CULTURAL PRECINCT

There is evidence to suggest that theatre, cinema and visual arts audiences are predominantly female and that women make the majority of visitation, booking and buying decisions. Subsequently, the Alice Springs Cultural Precinct aims to ensure that the representation of women in the arts is positive, representative and inclusive.

The theatre program actively seeks to provide role models, for young women in particular, both in the artists contracted and

the choice of performance and film product. Approximately 30% of productions in the theatre season and more than 50% of productions specifically for children, focus on women as artists, producers, directors and managers. National Youth Week included women artists in a series of puppetry, mask, mime and circus-skills workshops, for primary schools and youth arts groups.

Approximately 50% of the 2000-01 program of nineteen exhibitions will feature the work of women artists. The remainder, with a particular focus on community-generated exhibitions, have a strong representation of women artists from the Territory and elsewhere.

## MUSEUMS AND ART GALLERIES OF THE NORTHERN TERRITORY

During the year there have been significant exhibitions showcasing the contribution of women to Territory development, such as Palmerston Paraphernalia which focussed on Territory pioneer women. There was also continued support for regional museums, including the National Pioneer Women's Hall of Fame in Alice Springs.

Research and scholarships at the Museums and Art Galleries of the Northern Territory include a significant level of participation (43%) and achievement by women. Outstanding achievements by women researchers included:

- recognition of Dr Helen Larson's research expertise on gobiid fishes, resulting in an invitation from the Japanese Government for her to speak at the International Symposium on Diversity of Fishes: Toward a New

Understanding of Biodiversity, in Tokyo, held to commemorate the tenth anniversary of the accession of His Majesty Emperor Akihito, a world renowned ichthyologist; and

- Dr Mickey Dewar's recent publication *Inside-Out*, a social history of Fannie Bay Goal.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

### **CULTURAL DEVELOPMENT DIVISION**

The participation and involvement of women in arts and culture is recognised as important and significant to the social and economic development and maintenance of the Territory community.

During 1999-00 the Department's magazine *Territory Artifacts* continued to profile women contributors to arts and cultural activities and highlighted their achievements in this sector. Featured stories included Northern Territory Writers Centre, Executive Officer Marion Devitt and the Inaugural Northern Territory Writers Week; and Christine Bain, writer and producer of *Child of the Night*, an original musical focused on themes relating to the stolen generation and reconciliation. The *Life and Blood of the Territory*, incorporating hand dyed fabric drops created by Darwin artist Helen Peake, was installed at The Tank at Darwin High School and featured as the cover story for the July 1999 edition of *Territory Artifacts*.

The Department also commissioned artist Judith Christian Miller to create a site-specific art installation for the Northern Territory Expo 99, showcasing the excellence of Territory art and the potential relationships between the industry and arts sectors.

According to the Australian Bureau of Statistics (ABS), in March 2000 Darwin was

Australia's second most cultured city in terms of participation in arts and cultural events (*ABS Catalogue No. 6218.0*). Women are taking a leading role in new arts marketing initiatives to encourage increased participation in arts and cultural activity in the Top End and to improve access to information about arts and cultural products. The artsMARK, Darwin Joint Arts Marketing consortium, historically and currently chaired by a woman art manager, has recently appointed a woman as marketing coordinator and boasts a majority of women members.

The Department's Web site continued to provide improved access for regional and remote women artists to application guidelines, arts and cultural information and links. The site will be reviewed and redesigned during 2000-01 to enhance content and accessibility.

During 2000-01, the Department will continue to promote its programs to all clients and to encourage women artists and arts workers to access the Department's services.

### **ARTS SPONSORSHIP PROGRAMS**

Arts sponsorship support has provided significant benefit to women artists and contributed to a more positive portrayal and recognition of the contribution of women in public life. A total of 105 Arts Sponsorships grants have been approved during the reporting year to support women artists, representing 36.9% of the total Arts Sponsorship Program and an increase on last years allocation of 35.8%.

Overall there has been a significant increase over the past three years in arts sponsorship to Territory women artists: \$166 246 in 1997-98; \$290 980 in 1998-99; and \$400 239 in 1999-00.

Highlights of projects directly benefiting women through the Arts Sponsorship Program for the year are:

- collaborative exhibition Blossom, at Darwin Visual Arts featuring four emerging Northern Territory University (NTU) Fine Art graduates;
- Art (-) Making Mothers, highlighting personal experiences of single motherhood;
- Maningrida Arts and Culture exhibition featuring women artists, Bush Colour, held at NTU, which also toured throughout the Territory with the support of the visual arts touring unit, Artback;
- a second series of Northern Territory Writers' Centre developmental workshops in Alice Springs, Katherine, Tennant Creek and Nhulunbuy which provided particular benefit for women writers;
- four women artists from Bula'bula Arts Aboriginal Corporation Ramingining attended an exhibition of their traditional weavings at the Fireworks Gallery in Brisbane; and
- Grey Panthers performance of Reluctant Retirees, a cabaret style production which focused on the wider women's issue of ageing, as a celebration of the International Year of the Older Person.

Projects of note for the coming year include:

- a workshop for young people, as part of the Central Australian Young Playwright's Festival 2000 run by Anne Harris, a local playwright, will provide an opportunity for young female writers to explore theatre as a tool for literacy, self-expression and creative exploration;
- the 2000 Beanie Festival to be held in July this year, involves a wide spectrum of women in a significant skills

development exchange, as well as benefiting many central Australian crafts women by providing an opportunity to promote their work;

- six Territory women artists will participate in the Triple Alice 2 project, a multi-arts event providing wide exposure of the Central Desert Region, its artists and local infrastructure, to a national audience;
- Ingkerreke Arts and Crafts will employ a skilled woman potter in residence to conduct workshops to share new ideas with community artists, culminating in an exhibition of work, primarily focusing on women artists, and providing a basis for the generation of arts sales;
- skills development opportunities through recording and composing workshops run by a woman musician for three young women from multicultural backgrounds to compose music that reflects different cultures; and
- Australian Dance Council Ausdance NT Incorporated will develop and produce a dance performance called Writing My Space, undertaken by a young woman dancer, further developing her skills as a choreographer and offering opportunities to collaborate with visual artists, as well as providing a mentoring opportunity for a number of young emerging dancers in the community.

#### **REGIONAL ARTS FUND PROJECTS**

In 1999-00, this joint Territory and Commonwealth Government program committed \$415 000, specifically for regional and remote areas, providing direct encouragement for women artists to extend their artistic practice and participate in community arts events.

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

- support to Arts Katherine to further develop and implement the Katherine Regional Arts Strategy through the employment of a part-time coordinator, Ms Jayne Nankivell. Membership of the Katherine Regional Arts Committee is 75% women;
- funding for the Katherine Division of Territory Craft Incorporated to assist with lease costs for a regional arts space in Katherine, enabling continued exhibition of travelling and local art works featuring women artists;
- sponsorship support to Barkly Regional Arts, whose board comprises 50% women, for regional access and development activity over 2000; and
- continued support for the Alice Springs Youth Arts Group, 70% of which are women.

#### **PROFESSIONAL DEVELOPMENT**

Professional development and networking opportunities for female artists are encouraged through training, residencies and participation in conferences, exhibitions and key arts events. Women artists received 80% of allocated Skills Development Funding.

#### **SCHOLARSHIPS**

Expanding the accredited skills base for women artists within the community is an ongoing commitment through the Arts Scholarships Scheme. Half these scholarships, totalling \$12 000, were awarded to female artists for tertiary studies

in 2000, spanning dance, acting and drama studies.

According to the March 2000 ABS publication on *Work in Culture/Leisure Activities*, there were 10 600 Territory women involved in paid and unpaid work in the culture and leisure industries, 45% more than the 7 300 men involved. Of these women, 6 100 were involved in an unpaid capacity, and 4 500 in a mix of paid and unpaid involvement, demonstrating a significant commitment by Territory women to the development and provision of arts and cultural activities (*ABS Catalogue No. 6218.0*).

#### **INTERNATIONAL WOMEN'S DAY 2000**

The Cultural Development Division's Regional Development Officer (South), Ms Lucy Stewart, facilitated a number of arts-related projects and activities conducted in Alice Springs as part of the International Women's Day celebrations for 2000.

In addition, two films were screened at the Araluen Centre for Arts and Entertainment in Alice Springs; *Tea with Mussolini* and *Holy Smoke*.

#### **ADVISORY BOARDS AND COMMITTEES**

The Department's Management Board meets on a monthly basis to discuss issues affecting the Department. Half of the Board Members are women and in terms of other key advisory boards and committees, eight of the thirteen filled positions on the Araluen Advisory Committee are held by women, while three of the seven Directors of the Museums and Art Galleries Board are women.

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# TERRITORY HOUSING

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Territory Housing aims to provide cost effective housing assistance to those Territorians unable to access affordable and appropriate housing in the private market.

Housing functions are delivered through the Government Business Division hosted by the Agency.

Special provisions are made for victims of domestic violence with the waiving of a three month residency requirement.

Victims of domestic violence applicants are eligible for bond assistance up to the value equivalent to four weeks rental, of which one half is provided as a loan.

## **WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE**

### **RENTAL REBATES**

Territory Housing provides access to affordable and appropriate rental housing for Territorians who cannot afford private rental. Territory Housing determines rent on the basis of income, with eligibility for access determined on the income level of the individual or family.

For 1998-99 it is estimated that 90% of single adults with dependants on rental rebates were women, which represents approximately 1 600 women, an increase of 500 from last period.

It is anticipated that the total costs of rental rebates for 1999-00 will be approximately \$27.8M.

### **BOND ASSISTANCE SCHEME**

The Commonwealth and Northern Territory Governments jointly fund the Territory Housing's Bond Assistance Scheme.

The scheme is aimed at Territorians who need assistance to pay a bond for private rental housing.

## **ELIMINATION OF VIOLENCE AGAINST WOMEN**

### **CRISIS AND COMMUNITY HOUSING PROGRAMS**

The Public Housing Branch manages grants for the Crisis Accommodation Program (CAP) and Community Housing Program (CHP).

The Territory and Commonwealth Governments jointly fund the CAP and CHP programs, which provide capital funding for crisis accommodation and community housing, under the Commonwealth-State Housing Agreement.

The CAP program is run in conjunction with the Supported Accommodation Assistance Program, which is a recurrent funding program administered by Territory Health Services.

In 1998-99 CAP projects to the value of \$394 000 were achieved, including:

- a purpose built women's crisis centre at the Bagot Community;
- provision of disability access and dedicated children's play area at the Katherine Women's Crisis Centre;
- upgrading of outside children's play area and provision of a pergola at the

YWCA Oakley and Stanley Houses;  
and

- repairs, fencing and the refurbishment of premises at the Darwin Aboriginal and Islander Women's Shelter.

In 1999-00 \$402 000 has been committed for CAP initiatives including:

- the construction of a women's shelter at Borroloola in consultation with the Rumburriya Malandari Council;
- extensions and renovations to the Alice Springs Women's Shelter; and
- conversion of a dwelling for women's shelter purposes in Lajamanu.

The Agency continues to work towards providing more crisis housing and further developing policies on priority housing for victims of domestic violence.

#### **SAFE ROOM POLICY**

As part of the Territory Government's Domestic Violence Strategy, Territory

Housing introduced a Safe Room Policy for tenants who are at risk of family violence.

Modifications for Safe Rooms include:

- security screens to all windows (including a fitted emergency exit);
- a solid core door that can be locked from the inside;
- additional telephone connection to the Safe Room; and
- external screen doors to external doors of the building.

It is estimated that modifications for Safe Rooms cost approximately \$1 500 per dwelling.

In 1998-99 the total cost for modifications for Safe Rooms was \$67 000.

Funds have been allocated for these security measures, and the provision of \$67 000 has been made for this purpose for 2000-01.

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# OFFICE OF ABORIGINAL DEVELOPMENT

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The primary role of the Office of Aboriginal Development is 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 wellbeing 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.

There is no specific budget allocation for projects related to women; however, there are a number of areas in which the work of this Office targets the advancement of Aboriginal women.

## 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. This program supports the development of businesses from proposal conception, through trials to full operation. Apart from continuing to provide business development assistance, the program also aims to encourage public and private sector agencies to assist Aboriginal and Torres Strait Islander business people. The growth of remote and urban businesses is also a priority with specific attention being given to isolated business locations.

The Office employs a Senior Project Officer (Business) to work directly with Aboriginal people interested in establishing a business. There are presently sixty proposals on which the Office is providing assistance, of these twenty-nine have women directors. The large number represents a significant move towards economic development as the means by which Aboriginal women want to pursue their own advancement. An assessment will be undertaken in the coming year to identify the progress and success of the program to date.

## ELIMINATION OF VIOLENCE AGAINST WOMEN

The pursuit of the Aboriginal Law and Justice Strategy is a major initiative of the Office, which is assisting in the development and implementation of Law and Order plans in communities with major law and order problems. Significant progress has been made at Ali Curung, Lajamanu and Port Keats, with other communities currently being considered for future expansion of this program. Although supported by the Field Services Division, this program is driven by the effort of two dedicated officers within the Project Services Division.

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



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## AGENCY EMPLOYMENT CLASSIFICATIONS BY GENDER

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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 and Payroll System (PIPS), as at 31 March 2000. Centralian 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
6-12 months experience	E	Executive Teacher	ET5
Assistant Teacher	AT		ET4
Clinical Manager	CM		ET3
Competency Based Training	B		ET2
Contract	C	Indigenous Cadetship	ET1
Educational Administrator	EA2	Member of the Legislative Assembly	INCAD
	EA1	Part-Time	MLA
Educational Administrator	EA2	Remote - outside Darwin	PT
	EA1	Rostered Day Off	K
Executive Contract Principal	ECP3	Rural Community Medical Officer	RDO
	ECP2	Senior Specialist Clinician	RCMO
	ECP1A		SSC2
	ECP1	Technical and Further Education	SSC1
Executive Teacher	ET9		TAFE
	ET8		
	ET7		
	ET6		

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## AUDITOR-GENERAL'S OFFICE

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Classification	Male	Female	Total
Auditor-General	1		1
Executive Officer 1	2		2
Administrative Officer 5		2	2
<b>Total</b>	<b>3</b>	<b>2</b>	<b>5</b>

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## OMBUDSMAN'S OFFICE

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Classification	Male	Female	Total
Ombudsman	1		1
Executive Officer 1C		1	1
Executive Officer 1	1		1
Administrative Officer 7	3	3	6
Administrative Officer 5	1	3	4
Administrative Officer 4		1	1
Administrative Officer 3		1	1
Administrative Officer 2		1	1
<b>Total</b>	<b>6</b>	<b>10</b>	<b>16</b>

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## DEPARTMENT OF THE CHIEF MINISTER

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 6 C		1	1
Executive Officer 5 C	1		1
Executive Officer 4 C	3		3
Executive Officer 3 C	1	1	2
Executive Officer 3	1		1
Executive Officer 2 C	4		4
Executive Officer 2	1		1
Executive Officer 1 C	14	2	16
Executive Officer 1	6	9	15
Administrative Officer 8	8	6	14
Administrative Officer 7	6	12	18
Administrative Officer 6	2	17	19
Administrative Officer 5	2	13	15
Administrative Officer 4	4	30	34
Administrative Officer 3	2	12	14
Administrative Officer 2	3	12	15
Administrative Officer 1	1	5	6
Professional Officer 4		1	1
Professional Officer 3		1	1
Professional Officer 2		1	1
Professional Officer 1	1		1
Technical Officer 4	1		1
Technical Officer 3	2		2
Physical Officer 6	1	2	3
Physical Officer 3	5	3	8
Physical Officer 2	5		5
<b>Total</b>	<b>75</b>	<b>128</b>	<b>203</b>

Note: These figures include Departmental and Ministerial staff.

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## DEPARTMENT OF THE LEGISLATIVE ASSEMBLY

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Classification	Male	Female	Total
Executive Officer 5 C	1		1
Executive Officer 2 C	1		1
MLA	21	4	25
Administrative Officer 8	3		3
Administrative Officer 7	1	2	3
Administrative Officer 6	1	3	4
Administrative Officer 5		2	2
Administrative Officer 4	7	24	31
Administrative Officer 3	3	3	6
Administrative Officer 2	1		1
Administrative Officer 1		1	1
Administrative Officer 1 B		1	1
Technical Officer 6	1		1
<b>Total</b>	<b>40</b>	<b>40</b>	<b>80</b>

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## OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

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Classification	Male	Female	Total
Director Public Prosecutions	2		2
Executive Officer 2	1		1
Executive Officer 1 C	4	2	6
Administrative Officer 5		1	1
Administrative Officer 4	1	5	6
Administrative Officer 3	1	10	11
Administrative Officer 1		2	2
Professional Officer 4	1	1	2
Professional Officer 3	1	3	4
Professional Officer 2	1	4	5
Professional Officer 1	1	3	4
<b>Total</b>	<b>13</b>	<b>31</b>	<b>44</b>

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## ANTI-DISCRIMINATION COMMISSION

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Classification	Male	Female	Total
Commissioner	1		1
Administrative Officer 7		1	1
Administrative Officer 6		4	4
Administrative Officer 4		1	1
Administrative Officer 2		1	1
Professional Officer 4		1	1
<b>Total</b>	<b>1</b>	<b>8</b>	<b>9</b>

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## OFFICE OF COURTS ADMINISTRATION

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Classification	Male	Female	Total
Chief Justice	2		2
Judge	6	2	8
Chief Magistrate	1		1
Deputy Chief Magistrate	1		1
Magistrate	7	1	8
Master Supreme Court	1		1
Territory Coroner	1		1
Executive Officer 2 C		1	1
Executive Officer 1 C		1	1
Executive Officer 1		1	1
Administrative Officer 8	1		1
Administrative Officer 7		2	2
Administrative Officer 6	2	2	4
Administrative Officer 5	4	4	8
Administrative Officer 4	2	21	23
Administrative Officer 3	3	18	21
Administrative Officer 2	8	26	34
Administrative Officer 1		7	7
Professional Officer 4		1	1
Professional Officer 3		1	1
Physical Officer 2		2	2
<b>Total</b>	<b>39</b>	<b>90</b>	<b>129</b>

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## NORTHERN TERRITORY ATTORNEY-GENERAL'S DEPARTMENT

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Classification	Male	Female	Total
Solicitor General	1		1
Chief Executive Officer	1		1
Executive Officer 3 C		1	1
Executive Officer 2 C	1		1
Executive Officer 1 C	8	1	9
Executive Officer 1	1	1	2
Administrative Officer 8		2	2
Administrative Officer 7	1	3	4
Administrative Officer 6		3	3
Administrative Officer 5	2	7	9
Administrative Officer 4		19	19
Administrative Officer 3	4	10	14
Administrative Officer 2	1	3	4
Administrative Officer 1	3	4	7
Professional Officer 4	2	2	4
Professional Officer 3		2	2
Professional Officer 2	3	5	8
Professional Officer 1		3	3
Technical Officer 4	1		1
Technical Officer 3	1		1
Technical Officer 2	1		1
<b>Total</b>	<b>31</b>	<b>66</b>	<b>97</b>

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## NORTHERN TERRITORY TREASURY

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 5 C	1	1	2
Executive Officer 3 C	1		1
Executive Officer 2 C	3	2	5
Executive Officer 1 C	4	4	8
Executive Officer 1	1	3	4
Administrative Officer 8	2	6	8
Administrative Officer 7	13	3	16
Administrative Officer 6	18	9	27
Administrative Officer 5	7	12	19
Administrative Officer 4	14	19	33
Administrative Officer 3	5	21	26
Administrative Officer 2	3	2	5
Administrative Officer 1B		2	2
Administrative Officer 1	3	1	4
<b>Total</b>	<b>76</b>	<b>85</b>	<b>161</b>

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## NORTHERN TERRITORY TOURIST COMMISSION

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 7		2	2
Executive Officer 2		2	2
Executive Officer 1		3	3
Corporate Senior Manager		1	1
Corporate Officer 4	1	1	2
Corporate Officer 3		1	1
Corporate Officer 2	1	5	6
Corporate Officer 1		14	14
Marketing Senior Management	7		7
Marketing Officer 4	2	1	3
Marketing Officer 3	4	8	12
Marketing Officer 2	3	19	22
Marketing Officer 1	2	7	9
Holiday Consultant 2		1	1
Sales Officer 4	1		1
Sales Officer 3		2	2
Sales Officer 2		6	6
Sales Officer 1	3	11	14
Sales Officer 1 PT		1	1
Sales Assistant		1	1
Honorary	3		3
<b>Total</b>	<b>28</b>	<b>86</b>	<b>114</b>

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## NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

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Classification	Male	Female	Total
<b>Police</b>			
Commissioner	1		1
Deputy Commissioner	1		1
Assistant Commissioner	4		4
Commander	4	1	5
Superintendent	23	2	25
Senior Sergeant	39	6	45
Sergeant	95	11	106
Brevet Senior Sergeant	1		1
Brevet Sergeant	32	2	34
Senior Pilot	1		1
Pilot	1		1
Constable	383	100	483
Special Constable	1		1
Constable	16	8	24
Police Auxiliary	38	64	102
Aboriginal Community Police	41	7	48
<b>Fire and Emergency</b>			
Divisional Commander	6		6
Station Commander	15		15
Station Officer	19		19
Senior Firefighter	30	1	31
Senior Firefighter Qualified	15		15
Firefighter Qualified	19		19
Firefighter B	6		6
Firefighter C	8		8
Firefighter D	7		7
Firefighter Recruit	1		1
Fire Auxiliary	1		1
<b>Support Staff</b>			
Executive Officer 3 C	1		1
Executive Officer 1 C	5		5
Executive Officer 1	2		2
Administrative Officer 8		3	3
Administrative Officer 7	2	2	4
Administrative Officer 6	5	9	14
Administrative Officer 5	1	3	4
Administrative Officer 4	10	10	20
Administrative Officer 3	5	18	23
Administrative Officer 2	5	51	56
Administrative Officer 1	4	9	13

Women in the Budget

Classification	Male	Female	Total
Professional Officer 3	2	1	3
Professional Officer 2	2	5	7
Technical Officer 6	1		1
Technical Officer 5	2		2
Technical Officer 4	4		4
Technical Officer 3	6		6
Technical Officer 2	3	2	5
Technical Officer 1		1	1
Physical Officer 7	3		3
Physical Officer 5	5		5
Physical Officer 4	2		2
Physical Officer 2	10	4	14
<b>Total</b>	<b>888</b>	<b>320</b>	<b>1208</b>

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## PARKS AND WILDLIFE COMMISSION OF THE NORTHERN TERRITORY

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Classification	Male	Female	Total
Executive Officer 2 C	2		2
Executive Officer 1 C	4		4
Administrative Officer 8	5	1	6
Administrative Officer 7	1		1
Administrative Officer 6	3	3	6
Administrative Officer 5	1	2	3
Administrative Officer 4		6	6
Administrative Officer 3	1	6	7
Administrative Officer 2		16	16
Administrative Officer 1		3	3
Professional Officer 4	2		2
Professional Officer 3	8	4	12
Professional Officer 2 RDO	3	1	4
Professional Officer 2	26	5	31
Professional Officer 1 RDO	17	7	24
Professional Officer 1	5	10	15
Technical Officer 6	2		2
Technical Officer 5 RDO	2		2
Technical Officer 5	9	1	10
Technical Officer 4 RDO	6		6
Technical Officer 4	9	1	10
Technical Officer 3 RDO	19	6	25
Technical Officer 3	21	4	25
Technical Officer 2 RDO	36	9	45
Technical Officer 2	4	5	9
Technical Officer 1 RDO	38	28	66
Technical Officer 1	6	5	11
Physical Officer 6	1		1
Physical Officer 5		1	1
Physical Officer 4 RDO		1	1
Physical Officer 3 RDO	3		3
Physical Officer 2 RDO	4		4
Physical Officer 2	1	1	2
<b>Total</b>	<b>239</b>	<b>126</b>	<b>365</b>

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## OFFICE OF THE COMMISSIONER FOR PUBLIC EMPLOYMENT

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 1 C	1	1	2
Executive Officer 1	2	1	3
Administrative Officer 8	2	5	7
Administrative Officer 7	8	6	14
Administrative Officer 6	3	11	14
Administrative Officer 5	1	4	5
Administrative Officer 4	2	12	14
Administrative Officer 3		2	2
Administrative Officer 2	1	10	11
Administrative Officer 1		1	1
Professional Officer 2	1		1
Trainee 2000	33	35	68
<b>Total</b>	<b>55</b>	<b>88</b>	<b>143</b>

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## DEPARTMENT OF INDUSTRIES AND BUSINESS

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 4 C	2		2
Executive Officer 3 C	1		1
Executive Officer 2 C	2		2
Executive Officer 1 C	2	2	4
Executive Officer 1	4		4
Administrative Officer 8	9	1	10
Administrative Officer 7	8	10	18
Administrative Officer 6	13	9	22
Administrative Officer 5	9	13	22
Administrative Officer 4	6	23	29
Administrative Officer 3	3	23	26
Administrative Officer 2	4	10	14
Administrative Officer 1		1	1
Professional Officer 4	1		1
Technical Officer 5	7		7
Technical Officer 4	23		23
Technical Officer 3	8	1	9
<b>Total</b>	<b>103</b>	<b>93</b>	<b>196</b>

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## ABORIGINAL AREAS PROTECTION AUTHORITY

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Administrative Officer 8		1	1
Administrative Officer 7	1		1
Administrative Officer 6		1	1
Administrative Officer 5	1		1
Administrative Officer 4		1	1
Administrative Officer 3		2	2
Administrative Officer 2		3	3
Professional Officer 4	1		1
Professional Officer 3		1	1
Professional Officer 2	3	3	6
Professional Officer 1		1	1
Technical Officer 4	1		1
Technical Officer 2		2	2
<b>Total</b>	<b>8</b>	<b>15</b>	<b>23</b>

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## DEPARTMENT OF LANDS, PLANNING AND ENVIRONMENT

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 3 C	2		2
Executive Officer 2 C	3	1	4
Executive Officer 1 C	3	1	4
Executive Officer 1	4		4
Administrative Officer 8	7	4	11
Administrative Officer 7	4	3	7
Administrative Officer 6	10	5	15
Administrative Officer 5	7	9	16
Administrative Officer 4	5	32	37
Administrative Officer 3		14	14
Administrative Officer 2		22	22
Administrative Officer 1	1	3	4
Professional Officer 4	7		7
Professional Officer 3	21	3	24
Professional Officer 2	42	19	61
Professional Officer 1	14	18	32
Technical Officer 6	1		1
Technical Officer 5	7		7
Technical Officer 4	19	2	21
Technical Officer 3	38	5	43
Technical Officer 2	20	4	24
Technical Officer 1	12	1	13
Trainee Technical Officer	3		3
INCAD	1		1
Honorary	1		1
<b>Total</b>	<b>233</b>	<b>146</b>	<b>379</b>

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## TRADE DEVELOPMENT ZONE AUTHORITY

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Classification	Male	Female	Total
Executive Officer 1	1		1
Administrative Officer 5	1	1	2
Administrative Officer 4		1	1
Administrative Officer 3		1	1
Physical Officer 2	1		1
<b>Total</b>	<b>3</b>	<b>3</b>	<b>6</b>

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

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## DEPARTMENT OF ASIAN RELATIONS AND TRADE

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 2 C		1	1
Executive Officer 1	2		2
Administrative Officer 8	2		2
Administrative Officer 7	3	3	6
Administrative Officer 6	2	1	3
Administrative Officer 5		2	2
Administrative Officer 4	1	3	4
Administrative Officer 3		5	5
Administrative Officer 1		1	1
<b>Total</b>	<b>11</b>	<b>16</b>	<b>27</b>

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## DEPARTMENT OF MINES AND ENERGY

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 3 C	2		2
Executive Officer 2 C	6		6
Executive Officer 1 C	5	1	6
Administrative Officer 8	4	2	6
Administrative Officer 7	5	2	7
Administrative Officer 6	7	7	14
Administrative Officer 5	3	5	8
Administrative Officer 4	4	18	22
Administrative Officer 3	3	22	25
Administrative Officer 2	3	6	9
Administrative Officer 1	3	2	5
Professional Officer 4	8		8
Professional Officer 3	10	2	12
Professional Officer 2	22	8	30
Professional Officer 1	2	2	4
Technical Officer 6	1		1
Technical Officer 5	3		3
Technical Officer 4	5	1	6
Technical Officer 3	6	2	8
Technical Officer 2	2	2	4
Technical Officer 1	3		3
Trainee Technical Officer	1		1
<b>Total</b>	<b>109</b>	<b>82</b>	<b>191</b>

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## NORTHERN TERRITORY CORRECTIONAL SERVICES

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 2	1		1
Executive Officer 1 C	3		3
Executive Officer 1	1		1
Superintendent	1		1
Deputy Superintendent	5		5
Chief Prison Officer	31		31
Chief Industries Officer	15		15
Prison Officer 1 <sup>st</sup> Class	88	12	100
Senior Prison Officer	45	6	51
Prison Officer	59	22	81
Prison Officer in Training RDO	25	3	28
Administrative Officer 8	3	2	5
Administrative Officer 7	4	2	6
Administrative Officer 6	9	9	18
Administrative Officer 5	13	14	27
Administrative Officer 4 RDO	1	4	5
Administrative Officer 4	10	19	29
Administrative Officer 3 RDO	13	1	14
Administrative Officer 3	6	9	15
Administrative Officer 2		11	11
Professional Officer 1		1	1
Professional Officer 2	1	2	3
Head Lecturer 3	1	2	3
Prison Lecturer	1	1	2
Technical Officer 6	1		1
Technical Officer 3	1		1
Physical Officer 4	2		2
<b>Total</b>	<b>341</b>	<b>120</b>	<b>461</b>

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## DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 4	1		1
Executive Officer 2 C	1		1
Executive Officer 2	1		1
Executive Officer 1 C	5		5
Executive Officer 1	4		4
Administrative Officer 8	1	1	2
Administrative Officer 6	13	8	21
Administrative Officer 5	3	8	11
Administrative Officer 4	1	7	8
Administrative Officer 3	4	22	26
Administrative Officer 2	2	7	9
Administrative Officer 1	1	1	2
Professional Officer 4	8	1	9
Professional Officer 3	23	2	25
Professional Officer 2	42	12	54
Professional Officer 1	5	4	9
Technical Officer 5 RDO	2		2
Technical Officer 5	5		5
Technical Officer 4 RDO	2		2
Technical Officer 4	23	1	24
Technical Officer 3 RDO	2		2
Technical Officer 3	43	16	59
Technical Officer 2 RDO	2		2
Technical Officer 2	37	19	56
Technical Officer 1 RDO	9	1	10
Technical Officer 1	7	6	13
Physical Officer 7 RDO	4		4
Physical Officer 7	1		1
Physical Officer 6 RDO	1		1
Physical Officer 2	1	1	2
<b>Total</b>	<b>255</b>	<b>117</b>	<b>372</b>

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## DEPARTMENT OF TRANSPORT AND WORKS

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 3 C	3		3
Executive Officer 2 C	4		4
Executive Officer 1 C	8	1	9
Executive Officer 1	9	1	10
Administrative Officer 8	10	5	15
Administrative Officer 7	10	4	14
Administrative Officer 6	12	19	31
Administrative Officer 5	14	21	35
Administrative Officer 4	22	35	57
Administrative Officer 3 RDO	8	1	9
Administrative Officer 3	10	41	51
Administrative Officer 2	12	59	71
Administrative Officer 1	1	6	7
Physical Officer 6 RDO	4		4
Physical Officer 5 RDO	2		2
Physical Officer 5	1		1
Physical Officer 3 RDO	37	4	41
Physical Officer 2 RDO	1		1
Professional Officer 4	6		6
Professional Officer 3	21	2	23
Professional Officer 2	21	3	24
Professional Officer 1	5	7	12
Technical Officer 6	6		6
Technical Officer 5 RDO	1		1
Technical Officer 5	25		25
Technical Officer 4	81	1	82
Technical Officer 3 RDO	1		1
Technical Officer 3	48	4	52
Technical Officer 2 Trainee	8	1	9
Technical Officer 2	24	3	27
Technical Officer 1	1		1
<b>Total</b>	<b>417</b>	<b>218</b>	<b>635</b>

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## DARWIN PORT CORPORATION

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 1C	1		1
Executive Officer 1	1		1
Administrative Officer 7	1	1	2
Administrative Officer 6		2	2
Administrative Officer 5	1		1
Administrative Officer 4		2	2
Administrative Officer 3		2	2
Administrative Officer 2		1	1
Administrative Officer 1		1	1
Assistant Harbourmaster	1		1
Marine Pilot	1		1
Physical Officer 8	1		1
Physical Officer 5	7		7
Physical Officer 4	14	1	15
Physical Officer 3	8		8
<b>Total</b>	<b>37</b>	<b>10</b>	<b>47</b>

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## TERRITORY HEALTH SERVICES

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 4 C	1		1
Executive Officer 3 C	2	2	4
Executive Officer 2 C	14	2	16
Executive Officer 2		2	2
Executive Officer 1 C	4	3	7
Executive Officer 1	8	12	20
Administrative Officer 8	11	15	26
Administrative Officer 7	17	49	66
Administrative Officer 6	39	97	136
Administrative Officer 5	23	62	85
Administrative Officer 4	31	72	103
Administrative Officer 3	14	105	119
Administrative Officer 2	26	273	299
Administrative Officer 1	30	25	55
Professional Officer 4	5	1	6
Professional Officer 3	31	51	82
Professional Officer 2 Dental		12	12
Professional Officer 2	69	172	241
Professional Officer 1	13	40	53
Technical Officer 5	4		4
Technical Officer 4 RDO	1		1
Technical Officer 4	8	2	10
Technical Officer 3 RDO	3	1	4
Technical Officer 3	25	31	56
Technical Officer 2 RDO	1	3	4
Technical Officer 2	7	12	19
Technical Officer 1 RDO	7	19	26
Technical Officer 1 Dental	2	23	25
Technical Officer 1	5	26	31
Physical Officer 6 RDO	13		13
Physical Officer 5 RDO	6	6	12
Physical Officer 4 RDO	9	18	27
Physical Officer 3 RDO	59	58	117
Physical Officer 3	2	2	4
Physical Officer 2 RDO	88	158	246
Physical Officer 2	4	8	12
Aboriginal Health Worker 6		4	4
Aboriginal Health Worker 5	3	5	8
Aboriginal Health Worker 4	4	15	19
Aboriginal Health Worker 3	5	26	31
Aboriginal Health Worker 2	8	39	47
Aboriginal Health Worker 1		1	1

Women in the Budget

Classification	Male	Female	Total
CM - Coordinating Function	1		1
Clinical Manager	4		4
Dentist	4	6	10
Hospital Medical Officer C	8	3	11
Hospital Medical Officer K	11	2	13
RCMO	7	5	12
RCMO K	2	3	5
Resident Medical Officer	31	48	79
Resident Medical Officer K		2	2
Registrar	36	21	57
Registered Nurse 54 RDO		1	1
Registered Nurse 53 RDO	2	1	3
Registered Nurse 52 RDO	4	5	9
Registered Nurse 51 RDO		2	2
Registered Nurse 42 RDO		15	15
Registered Nurse 41 RDO	1	6	7
Registered Nurse 3B RDO	14	41	55
Registered Nurse 3B		4	4
Registered Nurse 3A RDO	35	205	240
Registered Nurse 3A	1	18	19
Registered Nurse 2 RDO	12	170	182
Registered Nurse 2		22	22
Registered Nurse 1 RDO	63	423	486
Registered Nurse 1	11	132	143
Enrolled Nurse	1	34	35
Enrolled Nurse RDO	9	112	121
SSC2	13	3	16
SSC1	4		4
Senior Hospital Medical Officer	8	1	9
Senior Hospital Medical Officer K	1		1
Specialist Clinician	11	7	18
Specialist Clinician K	1		1
Specialist Medical Administrator		1	1
Senior Specialist Public Health Medicine 1	1	3	4
Specialist Public Health Medicine	8	1	9
Specialist Public Health Medicine K	1	1	2
Senior Registrar	7	4	11
Youth Development Worker	1	2	3
<b>Total</b>	<b>916</b>	<b>2756</b>	<b>3672</b>

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## POWER AND WATER AUTHORITY

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 4 C	1		1
Executive Officer 3 C	1		1
Executive Officer 2 C	2		2
Executive Officer 1 C	6		6
Executive Officer 1	2	1	3
Administrative Officer 8	3	2	5
Administrative Officer 7	7	4	11
Administrative Officer 6	5	11	16
Administrative Officer 5	10	12	22
Administrative Officer 4	6	22	28
Administrative Officer 3	6	31	37
Administrative Officer 3 PT		1	1
Administrative Officer 2	4	47	51
Administrative Officer 1		2	2
Apprentice Electrical Fitter Mechanic	7		7
Apprentice Linesman "A" Grade	5		5
Apprentice Fitter Machinist	1		1
Service Worker Level 21	15		15
Service Worker Level 20	8		8
Service Worker Level 19	3		3
Service Worker Level 18	1		1
Service Worker Level 17	11		11
Service Worker Level 16	8		8
Service Worker Level 15	5		5
Service Worker Level 14	8		8
Service Worker Level 13	14		14
Service Worker Level 12	22		22
Service Worker Level 11	18		18
Service Worker Level 10	28		28
Service Worker Level 9	45		45
Service Worker Level 8	12		12
Service Worker Level 7	5		5
Service Worker Level 6	5		5
Service Worker Level 5	38		38
Service Worker Level 4	9		9
Service Worker Level 3	4		4
Service Worker Level 2	3		3
Service Worker Level 1	2		2
Trainee Technical Officer	1		1
Power and Water Technical Officer 6	3		3
Power and Water Technical Officer 5	6		6
Power and Water Technical Officer 4	7		7

Women in the Budget

Classification	Male	Female	Total
Power and Water Technical Officer 3	14		14
Power and Water Technical Officer 2	1	1	2
Power and Water Technical Officer 1	1		1
Power and Water Professional Officer 4	5		5
Power and Water Professional Officer 3	16	1	17
Power and Water Professional Officer 2	19	1	20
Power and Water Professional Officer 1	7	5	12
Power and Water Manager Technical 2	1		1
Power and Water Manager Technical 1	1		1
Professional Officer 1	1		1
Power and Water Service Co-ordinator	60		60
Power and Water Senior Special Technician	5		5
Power and Water Special Technician	33	4	37
Power and Water Technician Office	5		5
Executive Contract Technician Manager	3		3
<b>Total</b>	<b>520</b>	<b>145</b>	<b>665</b>

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## DEPARTMENT OF EDUCATION

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 4 C		2	2
Executive Officer 3 C	1		1
Executive Officer 2 C	2	1	3
Executive Officer 1 C	4	3	7
Executive Officer 1	3	3	6
Administrative Officer 8	6	6	12
Administrative Officer 7	11	3	14
Administrative Officer 6	8	21	29
Administrative Officer 5	10	35	45
Administrative Officer 4	36	146	182
Administrative Officer 3	17	115	132
Administrative Officer 2	11	173	184
Administrative Officer 1B	1	15	16
Administrative Officer 1	9	233	242
ET9 C	6	4	10
ET8	1	1	2
ET7	5	8	13
ET6	4	6	10
ET5	31	42	73
ET4	23	49	72
ET3	8	16	24
ET2	117	270	387
ET1	14	30	44
ECP3	9	4	13
ECP2	14	4	18
ECP1A	16	10	26
ECP1	7	7	14
AT	29	164	193
Physical Officer 4 RDO	1		1
Physical Officer 3 RDO	15	1	16
Physical Officer 3	4	1	5
Physical Officer 2 RDO	54	6	60
Physical Officer 2 E	2	1	3
Physical Officer 2	16	15	31
Professional Officer 3	1	3	4
Professional Officer 2		1	1
Technical Officer 3	3		3
TAFE Manager 4	1		1
TAFE Manager 2	1		1
Lecturer	1	1	2
Teacher	392	1348	1740
Community College Lecturer	43	25	68

Women in the Budget

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Classification	Male	Female	Total
Education Administrator 2	5	1	6
Education Administrator 1	1	1	2
Registered Nurse 3A		1	1
Trainee	3	3	6
<b>Total</b>	<b>947</b>	<b>2779</b>	<b>3726</b>

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## CENTRALIAN COLLEGE

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Classification	Male	Female	Total
Chief Executive Officer		1	1
Executive Officer 1	1	1	2
ECP3	1		1
Administrative Officer 7	1		1
Administrative Officer 5	3		3
Administrative Officer 4	2	4	6
Administrative Officer 3	1	10	11
Administrative Officer 2	2	18	20
Administrative Officer 1		3	3
EA2	4	1	5
EA1	1	1	2
Lecturer	43	31	74
Professional Officer 2		1	1
Physical Officer 2	5	8	13
Trainee Horticulture		1	1
<b>Total</b>	<b>64</b>	<b>80</b>	<b>144</b>

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

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## NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 2 C		1	1
Administrative Officer 8	2	1	3
Administrative Officer 7	1	2	3
Administrative Officer 6	7	8	15
Administrative Officer 5	2	1	3
Administrative Officer 4	1	4	5
Administrative Officer 3	1	2	3
Administrative Officer 2	1	6	7
<b>Total</b>	<b>16</b>	<b>25</b>	<b>41</b>

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## DEPARTMENT OF SPORT AND RECREATION

Classification	Male	Female	Total
Executive Officer 2	1		1
Executive Officer 1 C	1		1
Executive Officer 1	1		1
Administrative Officer 8	1		1
Administrative Officer 7	4	1	5
Administrative Officer 6	3	3	6
Administrative Officer 5	7	8	15
Administrative Officer 4	6	5	11
Administrative Officer 3		3	3
Administrative Officer 2	1	2	3
Administrative Officer 1		2	2
Head Coach Level 3	4	1	5
Head Coach Level 2	1		1
Professional Officer 4	1		1
Professional Officer 2	1		1
<b>Total</b>	<b>32</b>	<b>25</b>	<b>57</b>

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## DEPARTMENT OF CORPORATE AND INFORMATION SERVICES

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Classification	Male	Female	Total
Chief Executive Officer		1	1
Executive Officer 3 C	1		1
Executive Officer 2 C	4		4
Executive Officer 1 C	3	2	5
Executive Officer 1	6	4	10
Executive Teacher 5	1		1
Executive Teacher 2		2	2
Administrative Officer 8	23	15	38
Administrative Officer 7	24	24	48
Administrative Officer 6	51	56	107
Administrative Officer 5	47	61	108
Administrative Officer 4	46	142	188
Administrative Officer 3 Trainee		2	2
Administrative Officer 3	43	151	194
Administrative Officer 2	47	137	184
Administrative Officer 1B	2	1	3
Administrative Officer 1	11	26	37
Printing Production Supervisor RDO	1		1
Physical Officer 8 RDO	4		4
Physical Officer 8	1		1
Physical Officer 7 RDO	1	1	2
Physical Officer 7	1		1
Physical Officer 6 RDO	6	2	8
Physical Officer 6	2	2	4
Physical Officer 5 Apprentice	1	1	2
Physical Officer 4 RDO	2	2	4
Physical Officer 3 RDO	2	2	4
Physical Officer 2 RDO		3	3
Physical Officer 2		1	1
Professional Officer 4		1	1
Professional Officer 3	1	3	4
Professional Officer 2	2	19	21
Professional Officer 1	3	3	6
Technical Officer 5	1		1
<b>Total</b>	<b>337</b>	<b>664</b>	<b>1001</b>

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**OFFICE OF COMMUNICATIONS, SCIENCE AND ADVANCED  
TECHNOLOGY**

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 4 C		1	1
Administrative Officer 8	2	2	4
Administrative Officer 7		2	2
Administrative Officer 6		2	2
Administrative Officer 3		2	2
Administrative Officer 2	2		2
<b>Total</b>	<b>5</b>	<b>9</b>	<b>14</b>

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## DEPARTMENT OF ARTS AND MUSEUMS

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Classification	Male	Female	Total
Chief Executive Officer		1	1
Executive Officer 2 C	1		1
Executive Officer 1 C		1	1
Executive Officer 1	1		1
Administrative Officer 8	1	1	2
Administrative Officer 7		3	3
Administrative Officer 6	1	3	4
Administrative Officer 5	1	4	5
Administrative Officer 4		4	4
Administrative Officer 3	2	5	7
Administrative Officer 2	5	8	13
Administrative Officer 1B		3	3
Administrative Officer 1	5	5	10
Professional Officer 4	2	1	3
Professional Officer 3	4	6	10
Professional Officer 2	2	1	3
Professional Officer 1	3	2	5
Technical Officer 4	2		2
Technical Officer 3	5	1	6
Technical Officer 2	4	2	6
Technical Officer 1	2	1	3
Physical Officer 4		1	1
Physical Officer 2 RDO		1	1
<b>Total</b>	<b>41</b>	<b>54</b>	<b>95</b>

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## STREHLOW RESEARCH CENTRE

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Classification	Male	Female	Total
Administrative Officer 4		1	1
Professional Officer 4	1		1
Technical Officer 3		1	1
<b>Total</b>	<b>1</b>	<b>2</b>	<b>3</b>

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## DEPARTMENT OF LOCAL GOVERNMENT

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 2 C	1		1
Executive Officer 1 C	1		1
Administrative Officer 8	4	1	5
Administrative Officer 7	8	2	10
Administrative Officer 6	18	7	25
Administrative Officer 5		4	4
Administrative Officer 4	5	4	9
Administrative Officer 3	1	8	9
Administrative Officer 2	1	6	7
Administrative Officer 1	1	3	4
Honorary	1		1
Legal Cadet	1		1
Technical Officer 4	3		3
Technical Officer 3	1		1
<b>Total</b>	<b>47</b>	<b>35</b>	<b>82</b>

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## TERRITORY HOUSING

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Classification	Male	Female	Total
Chief Executive Officer	1		1
Executive Officer 2 C		1	1
Executive Officer 1 C	1		1
Executive Officer 1	1		1
Administrative Officer 8	2	3	5
Administrative Officer 7	3	5	8
Administrative Officer 6	7	6	13
Administrative Officer 5	1	2	3
Administrative Officer 4	6	31	37
Administrative Officer 3	1	12	13
Administrative Officer 2	6	23	29
Professional Officer 2	2		2
<b>Total</b>	<b>31</b>	<b>83</b>	<b>114</b>

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## OFFICE OF ABORIGINAL DEVELOPMENT

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Classification	Male	Female	Total
Executive Officer 1	2		2
Administrative Officer 8	2	1	3
Administrative Officer 7	4	1	5
Administrative Officer 6	4	1	5
Administrative Officer 5	2	3	5
Administrative Officer 4	1		1
Administrative Officer 2		2	2
<b>Total</b>	<b>15</b>	<b>8</b>	<b>23</b>

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