

Gender equity in the Mornington Peninsula

Demographic analysis

June 2023



**MORNINGTON
PENINSULA**
Shire



Table of contents

3	Women and men in Mornington Peninsula Shire
5	Introduction
7	Population and age structure
10	Diversity and cultural background
14	Disability and long-term health conditions
19	Education

24	Living arrangements
29	Unpaid work
34	Employment
43	Income levels
50	Areas of focus for Council

Women and men in Mornington Peninsula Shire

Population

Gender



Women: **52%**
Men: **48%**

Median Age



Women: **48.7 yrs.**
Men: **46.6 yrs.**

Recent Arrivals



Women: **6.3%**
Men: **5.7%**

Education

Bachelor Degree



Women: **24.2%**
Men: **18.5%**

Vocational



Women: **14.7%**
Men: **28.6%**

Work

Full-time employment



Women: **36.3%**
Men: **66.3%**

Median income



Women: **\$632.42**
Men: **\$975.09**

Hours worked



Women: **28.2**
Males: **40.1**

Average hourly rate



Women: **\$32.26**
Men: **\$35.47**

Care

Need for Assistance



Women: **6.7%**
Men: **5.8%**

Unpaid Care



Women: **16.9%**
Men: **11.7%**

Women and men in Mornington Peninsula over time

Change 2016–2021

Population

Age 65 and older



Women: + 2.6%
Men: + 2.6%

Education

Bachelor Degree



Women: + 5.0%
Men: + 3.4%

Work

Full-time employment



Women: - 0.2%
Men: - 2.9%

Median income



Women: + \$122
Men: + \$163

Hours worked



Women: - 0.8 hrs
Males: - 0.2 hrs

Care

Need for Assistance



Women: + 0.1%
Men: **No change**

Unpaid Care



Women: + 2.4%
Men: + 2.1%

Introduction

Purpose of this report

Policy and strategies are often composed with a single representation of a municipality's population. A gender-disaggregated view of your population provides Council decision makers with a more robust dataset. By understanding how certain demographic and socioeconomic characteristics vary between women and men in your municipality, you can begin to comprehend the extent of inequality based on gender.

What is gender equity?

Gender equity focuses on the needs and barriers that women and gender diverse people face and aims to reduce these barriers through a systemic approach. Gender equity recognises that people's experience in the community can be different depending on their circumstances and social position.

There is an important distinction between "gender equality" and "gender equity". Gender equality focuses on the equal distribution of resources and opportunities. Distribution of resources can lead to vastly different outcomes for women depending on their circumstances. Some people face more barriers, so the outcomes may not be equal. Equity recognises that people experience different barriers and therefore have different needs to enable them to achieve the same outcomes.

Put simply, gender equality is about sameness and gender equity focuses on fairness. Gender equity is the process undertaken to achieve gender equality.

Why gender equity matters?

Women and gender-diverse people experience different levels of inequity. As an extreme example, research shows that higher levels of violence against women are consistently associated with lower levels of gender equity in both public life and personal relationships ([Change the story: a shared framework for the primary prevention of violence against women and their children in Australia](#)). Countries with higher levels of gender equity have an array of benefits for the community, such as economic benefits and productivity, social benefits as well as lower levels of gender-based violence. Achieving gender equity is critical to improving the health and wellbeing of individuals, families and communities and is a critical part of a fair, safe and inclusive society.

Enhancing gender equity also brings significant economic and productivity gains, which impact local, State and national economies. Research shows that increasing female participation in the workforce by 6% has the potential to add \$25 billion annually to the Australian economy ([Grattan Institute, 'Game-changers: Economic reform priorities for Australia', 2012](#)).

Gender equity strategies and desired outcomes

At the local government level, gender strategies can aim to change and improve gender equity both in the community, but also within the council, by ensuring gender equity is considered and prioritised in all council planning, policy, strategies, service delivery and practice. Local government gender equity strategies focus on promoting and enhancing gender equity within the organisation, as well as the community: "When we empower our community, such as encouraging diversity in leaders and decision-makers, we all benefit – having more diversity in positions of power promotes gender equality." (Inner West Council Gender Equity Strategy, 2021-2025).

Local government is able to affect change to gender equity, particularly through its role in planning and managing community facilities, appropriate infrastructure, public spaces, events, programs, grant distribution, service delivery and partnerships. Once devised, priorities of gender equity strategies and gender equity studies can be included in the long-term planning and short-term delivery of council's projects and programs. Desired outcomes of gender equity strategies can be statements such as "Safe, inclusive and equal communities where we share a culture that respects the rights of women; and where all members have access to equal power, resources, opportunities and are treated with respect and fairness." (Inner West Council Gender Equity Strategy, 2021-2025).

Introduction

The local government role in pursuing gender equity

As the level of government closest to the community, local government has the capacity to influence many of the determinants of health and wellbeing, including gender. Local government plays a key leadership role in local communities and have extensive reach, influence and partnerships across the community, including workplaces, sporting clubs, the media and schools.

Local government is extremely well placed to promote gender equity through its role in planning, providing community facilities and public spaces, service delivery and partnerships which cut across the social, economic, environmental and cultural domains of civic life (City of Monash "Gender Equity Strategy 2015-2020").

Councils can:

- Ensure that gender equity is built into the Council's existing operational systems, recruitment, community planning, infrastructure development (e.g., streetlighting), policy and strategic work.
- Advocate for gender equity and the prevention of violence against women at a local, regional, state and national level.
- Provide leadership to their communities and partners on gender equity.
- Routinely collect and analyse gender disaggregated data, such as that included in this report, and use it to inform decision making.
- Build capacity by supporting staff, partners and the community to understand how they can promote gender equity in their everyday work and lives.
- Partner with other organisations and key stakeholders to promote gender equality and respect.

How can this report assist you?

Understanding and measuring deficiencies in gender equity require robust, impartial and unbiased data analysis. By understanding how certain demographic and socioeconomic characteristics⁺ vary between the women and men in your municipality, you can begin to comprehend the extent of inequality based on gender. This report is a demographic analysis of women and men in your local government area. It includes certain datasets which reveal the extent of differences between these two genders*, from assessment of the proportion of women and men, to age structure differences between women and men (which can reveal that different genders may have different age-specific service needs). The report explores diversity and cultural background information, including proficiency in English and the gender breakdown of Aboriginal and Torres Strait Islander residents. In-depth analysis of employment and income information compares the socioeconomic outcomes of women and men by referencing some traditional as well as innovative methods of assessing that category of information. Unpaid work, one of the most notably different metrics between women and men, is evaluated and discussed. Investigation into the living arrangements of women and men, such as analysis of lone-person households or one-parent families, provides insight into different household needs based on sex at the household level. An understanding of long-term health condition and disability statistics for women and men as well as comparative statistics regarding labour force participation for women and men with a need for assistance due to disability provides another different look at gender inequality and further barriers to inclusion. For all the selected demographic and socioeconomic measures, a comparison between women and men at the local level, is also combined with a comparison of women in your municipality to those in the region, as yet another way of understanding potential disadvantage and inequality, or vice versa. Summary statements at the conclusion of the report offer a final and definitive overview of key differences between women and men in your municipality.

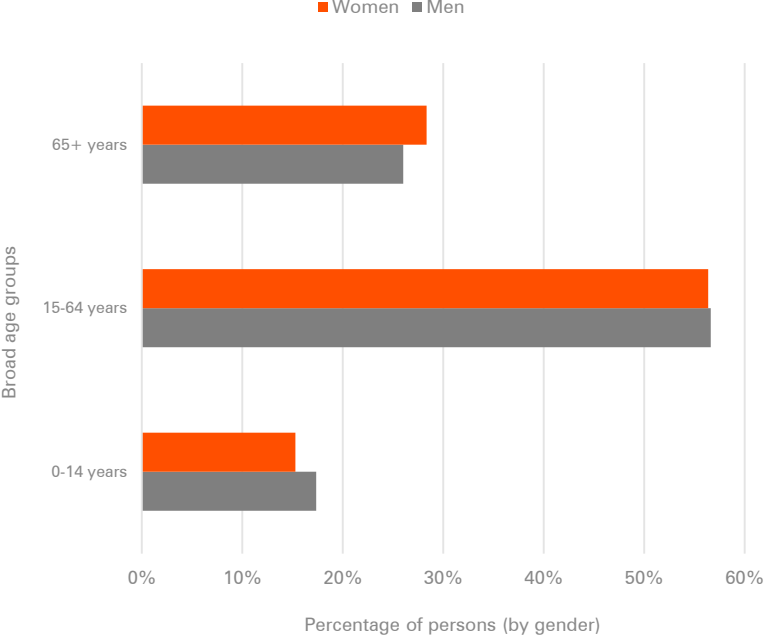
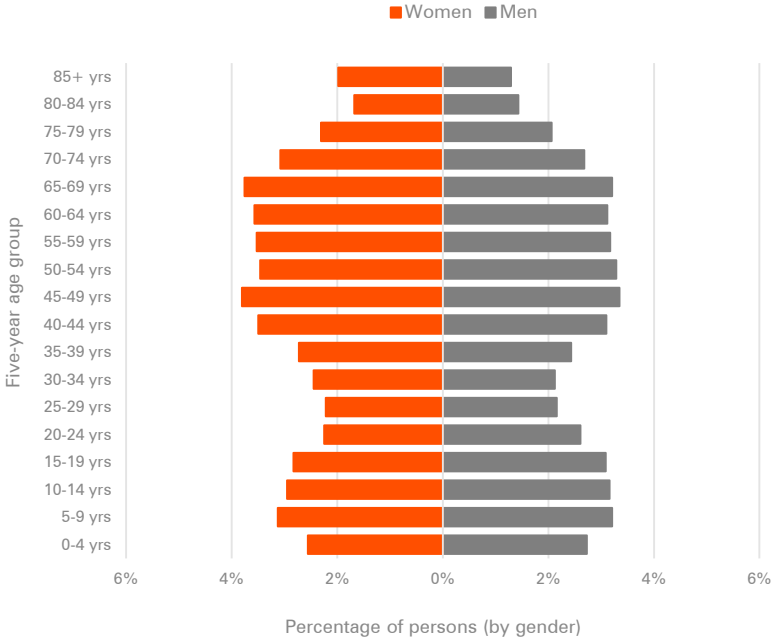
⁺ Data used in this report is sourced from the Australian Bureau of Statistics' Census of Population and Housing, 2021

* Please Note - This document refers to gender as a binary (female, male) concept which we recognise may exclude some people.

Population and age structure



Mornington Peninsula Shire has more women than men and they are older

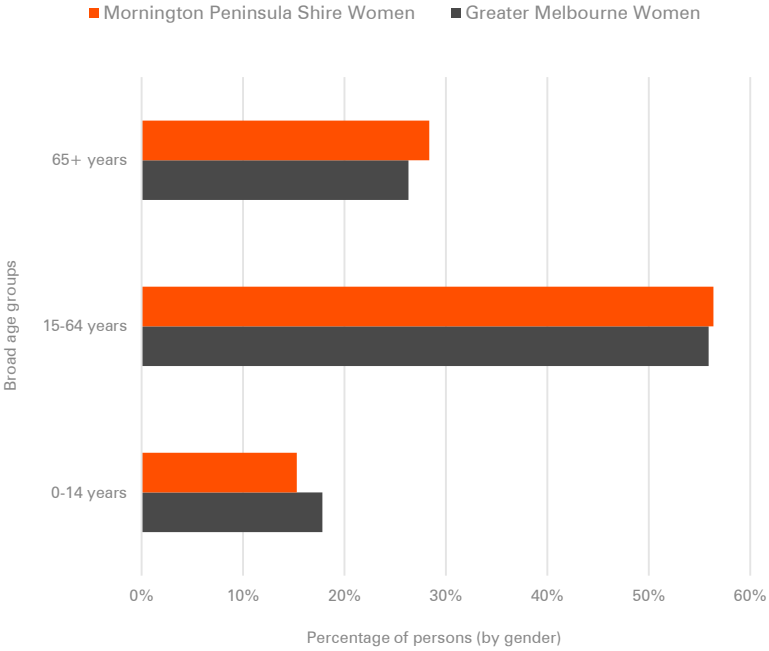
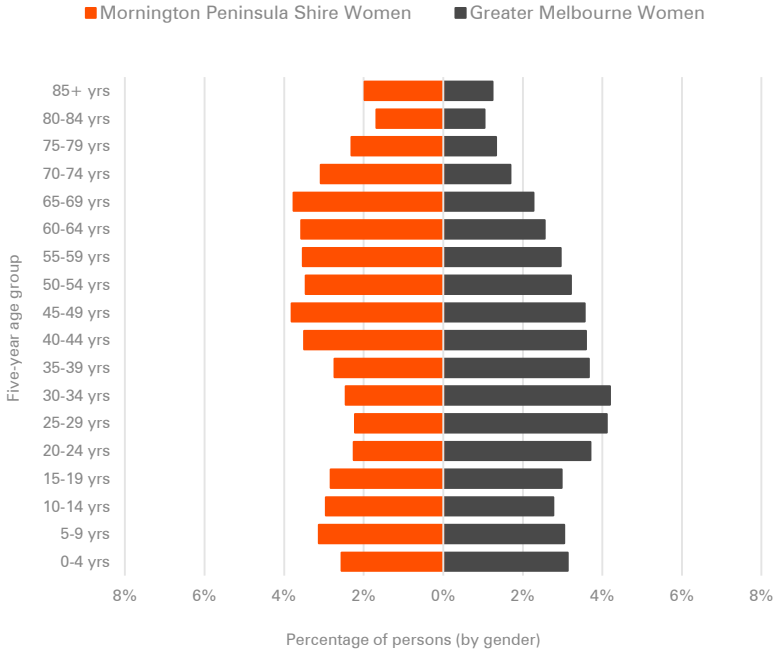


Gender disaggregated age structure information shows if one gender is over-represented in certain age groups, compared to the other gender. Understanding the differences in age composition of women and men can improve gender and age-specific planning and service delivery.

In 2021, there were 87,276 women and 81,697 men residing in Mornington Peninsula Shire, composing 51.7% and 48.3% of Mornington Peninsula Shire’s total population. On average, women (48.7 years) are older than men (46.6 years).

Women are overrepresented in older age groups (65 years and over), and especially in the elderly age cohorts (85+ years) with 2% of the total population, or 3,467 women aged over 85 years compared to 2,561 men (1.3%).

Compared to Greater Melbourne, Mornington Peninsula women are older



The median age of women in Mornington Peninsula Shire was 48 years compared to 38 years for all women in Greater Melbourne. Greater Melbourne has a higher proportion of women aged 0-14 years than Mornington Peninsula Shire.

The proportion of women aged over 65 years is higher in Mornington Peninsula Shire than in Greater Melbourne.

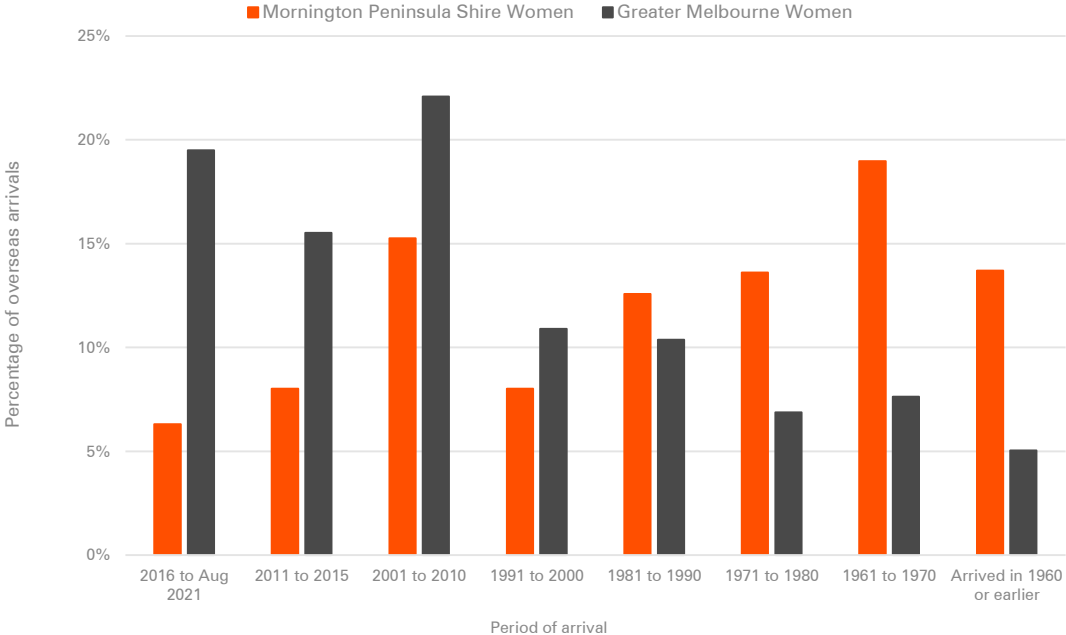
A larger proportion of Mornington Peninsula Shire women are aged 85 years or older (2.0%), compared to Greater Melbourne (1.2%).

Analysis of population and age structure information shows that in Mornington Peninsula Shire, there is a higher proportion of women than men and that the female population is older. Women in Mornington Peninsula Shire are older than women in Greater Melbourne.

Diversity and cultural background



More women than men are recent arrivals to Australia

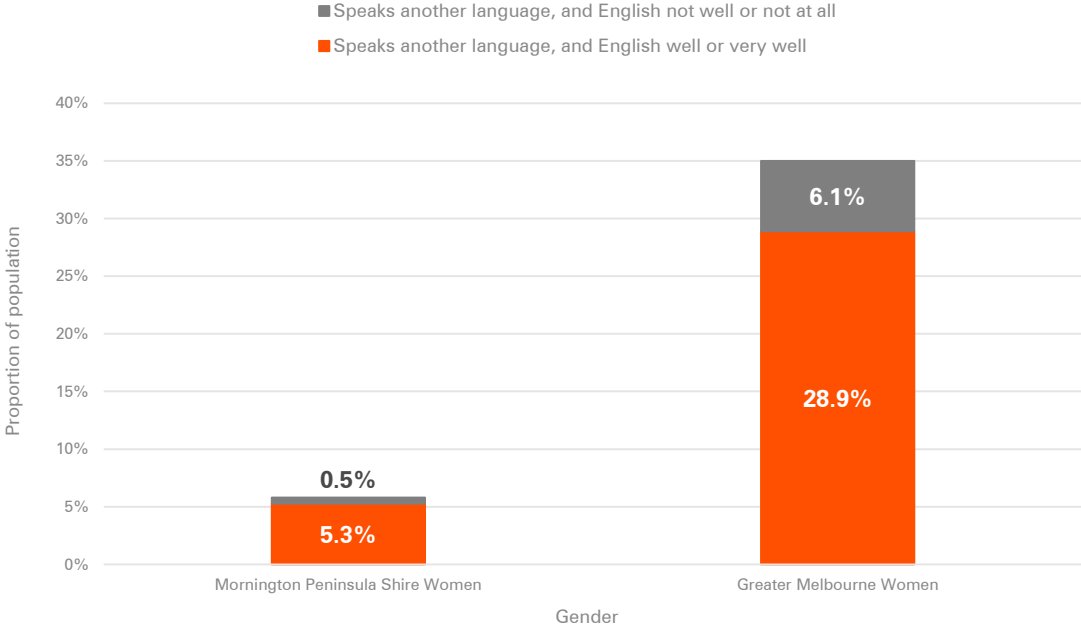
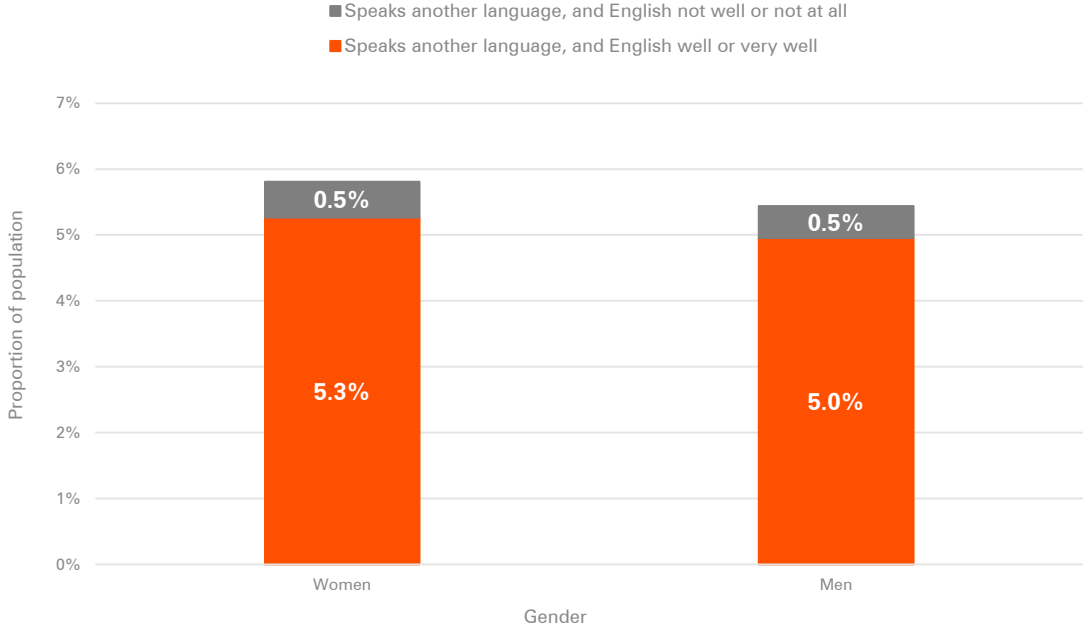


Distinguishing overseas arrival information by gender can help local government decision makers understand whether a higher proportion of women or men require additional assistance or efforts to communicate and integrate them into the community. In the gender equity context, women from culturally and linguistically diverse communities can face specific challenges. The intersection of gender inequality with other issues that women from culturally and linguistically diverse communities can face, may compound the risk, experience and impact of gender inequality and discrimination.

There are more women than men overseas arrivals in Mornington Peninsula Shire (15,699 women and 14,132 men), likely related to their age and era of migration to Australia. Slightly more women than men came to Australia in the last five years (in this case, 2016-2021). In absolute terms, there are 991 women and 807 men living in Mornington Peninsula Shire who are recent arrivals to Australia. A slightly higher proportion of women than men arrived in Australia in the 2011-2015 period too. The largest proportion of overseas arrivals for both women (19%) and men (18.5%) came to Australia between 1961 and 1970.

Compared to women in Greater Melbourne, Mornington Peninsula Shire has a much lower proportion of women who arrived in Australia recently (in the last five years or as far back as 1991). A higher proportion of women overseas arrivals in Mornington Peninsula Shire came to Australia before 1990, compared to overseas arrival women in Greater Melbourne.

Slightly more women speak languages other than English

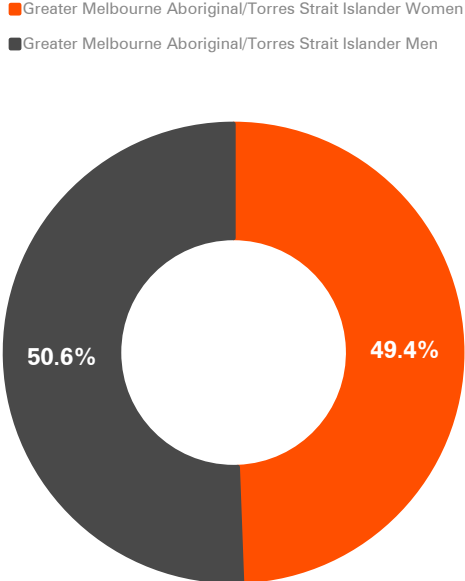
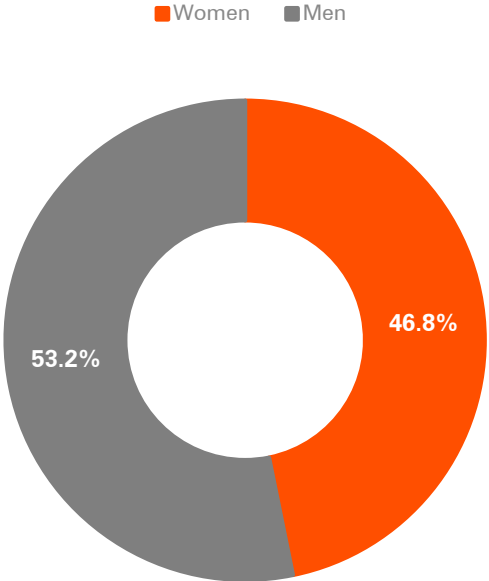


Proficiency in English measures the self-assessed proficiency in spoken English of people who speak a language other than English at home. This helps service providers determine whether they need to communicate with the local population in languages other than English. Understanding if there are any differences in English proficiency between women and men in your municipality can further inform communications strategies, focused resource allocation of provision of important services and policy regarding gendered violence and exclusion from opportunities by Council and other community organisations.

In Mornington Peninsula Shire, a higher proportion of men (89.3%) than women (89%) speak English only. A slightly larger proportion of women speak another language and also speak English well. The proportion of both women and men who speak another language but do not speak English well in Mornington Peninsula Shire is low and is the same for both sexes. In absolute terms, there are 477 women and 395 men who do not speak English well.

A much lower proportion of women in Mornington Peninsula Shire speak a language other than English, compared to women in Greater Melbourne. A lower proportion of women in Mornington Peninsula Shire than Greater Melbourne speak another language but do not speak English well (0.5%, compared to 6.1% in Greater Melbourne).

There is a larger proportion of First Nations men than women, when compared to the overall population of Mornington



Understanding the number and gender breakdown of Aboriginal and Torres Strait Islander residents in your municipality helps council create and adjust policies and strategies accordingly. Knowing if there is a different gender breakdown of Indigenous residents compared to the overall population can highlight a different focus when engaging and assisting the community and open questions such as – are Indigenous women being supported enough in our community?

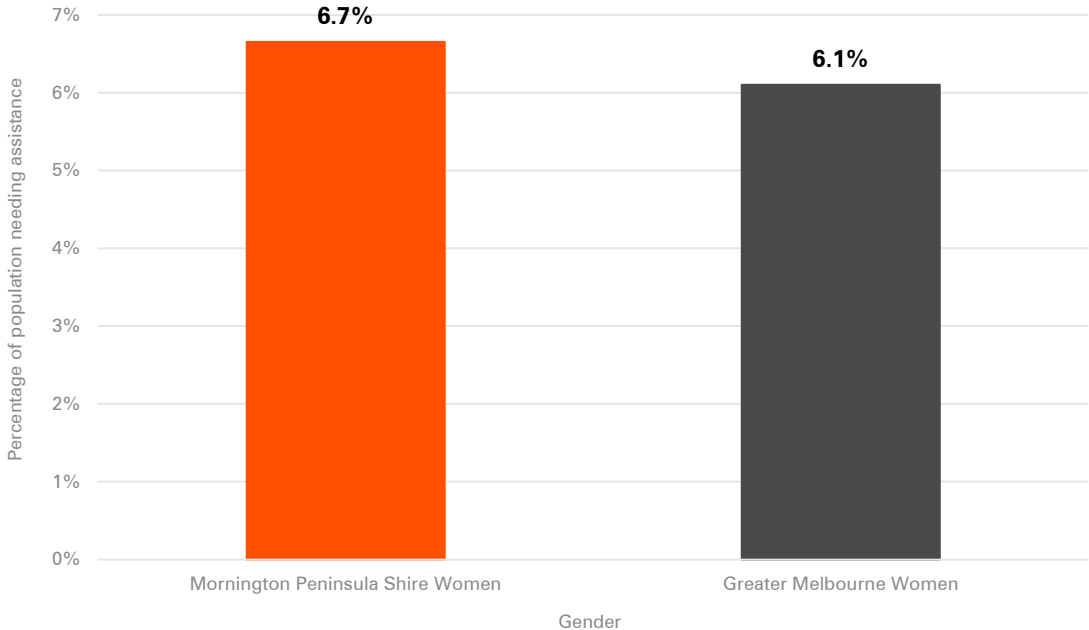
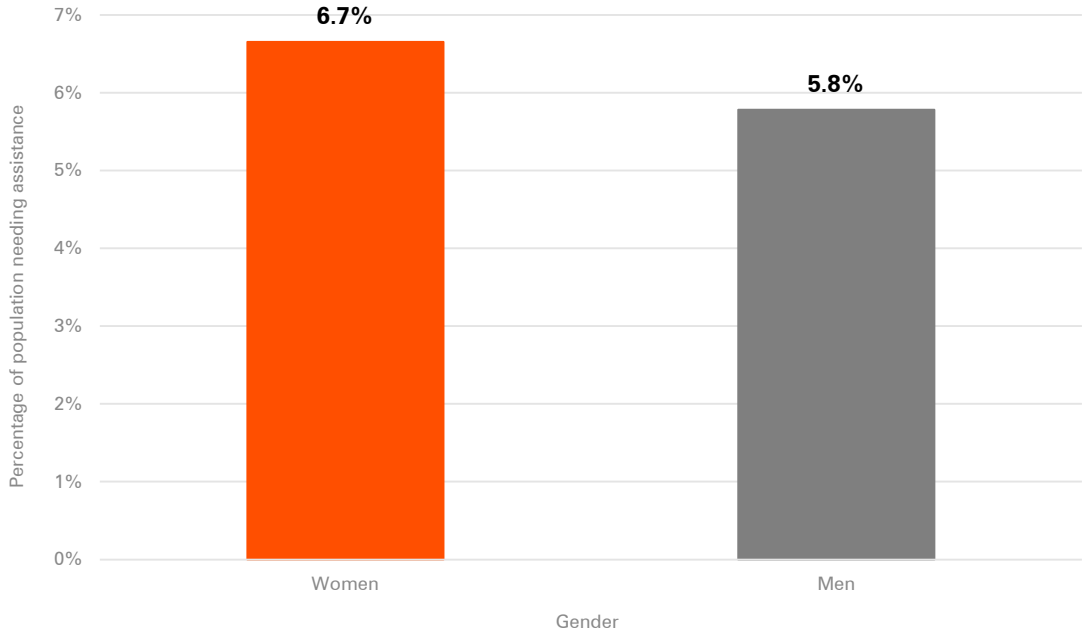
The gender breakdown between Aboriginal and Torres Strait Islander women and men in Mornington Peninsula Shire shows a more even split with a slightly higher proportion of men. In absolute terms, there are 805 Aboriginal and Torres Strait Islander women and 915 men.

Compared to the gender breakdown of Greater Melbourne’s Aboriginal and Torres Strait Islander peoples, Mornington Peninsula Shire is slightly different and has a higher proportion of men than women.

Disability and long-term health conditions



More women have a need for assistance due to disability

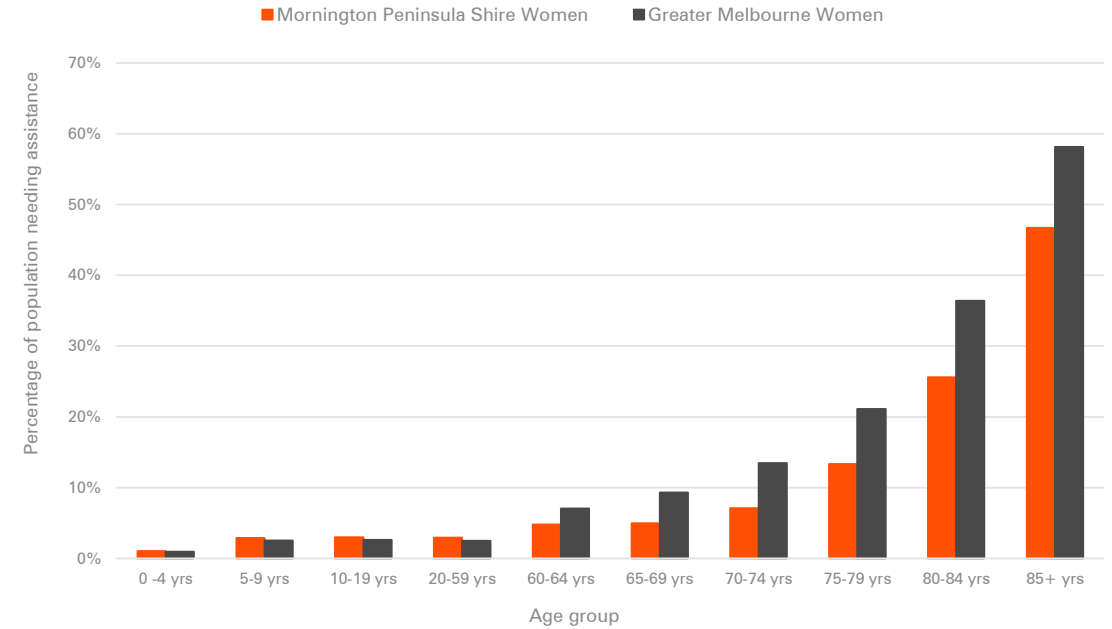
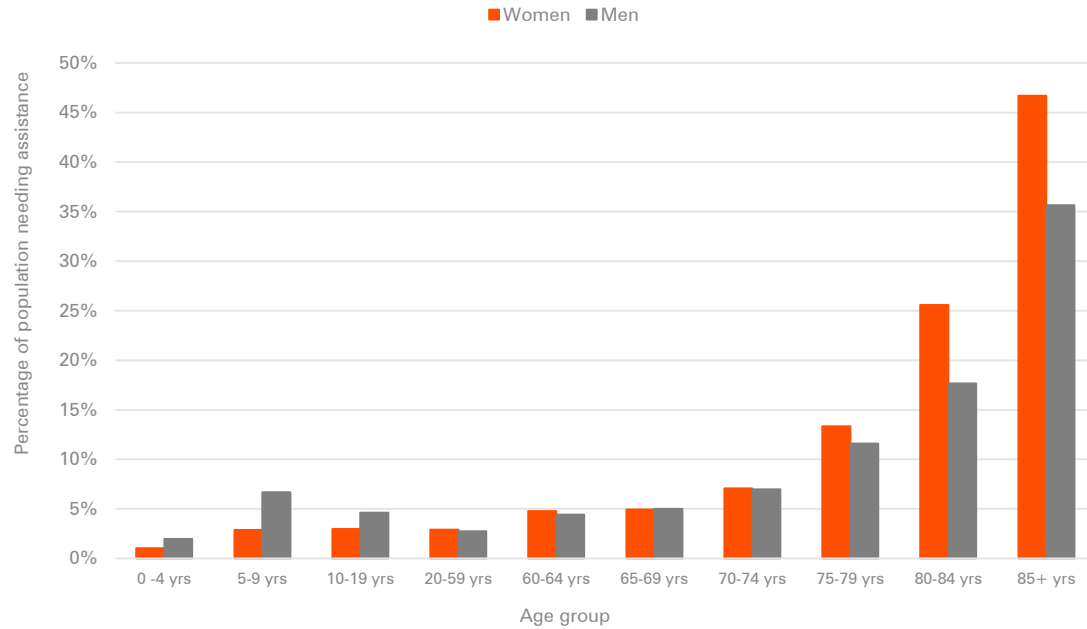


Disability statistics relate directly to need for assistance due to a severe or profound disability. The information may be used in the planning of local facilities, services such as day-care and occasional care and in the provision of information and support to carers. Disability statistics help in understanding the prevalence of people who need support in the community. Assessing this information by gender provides insight as to whether women or men require more assistance due to disability and can help drive some additional focus by local government and community service providers.

In Mornington Peninsula Shire, a higher proportion of women than men have a need for assistance due to disability. In absolute terms, there are 5,807 women and 4,723 men with a need for assistance due to disability.

A larger proportion of Mornington Peninsula Shire women have a need for assistance due to disability, compared to women in Greater Melbourne.

Age and life expectancy influence disability statistics

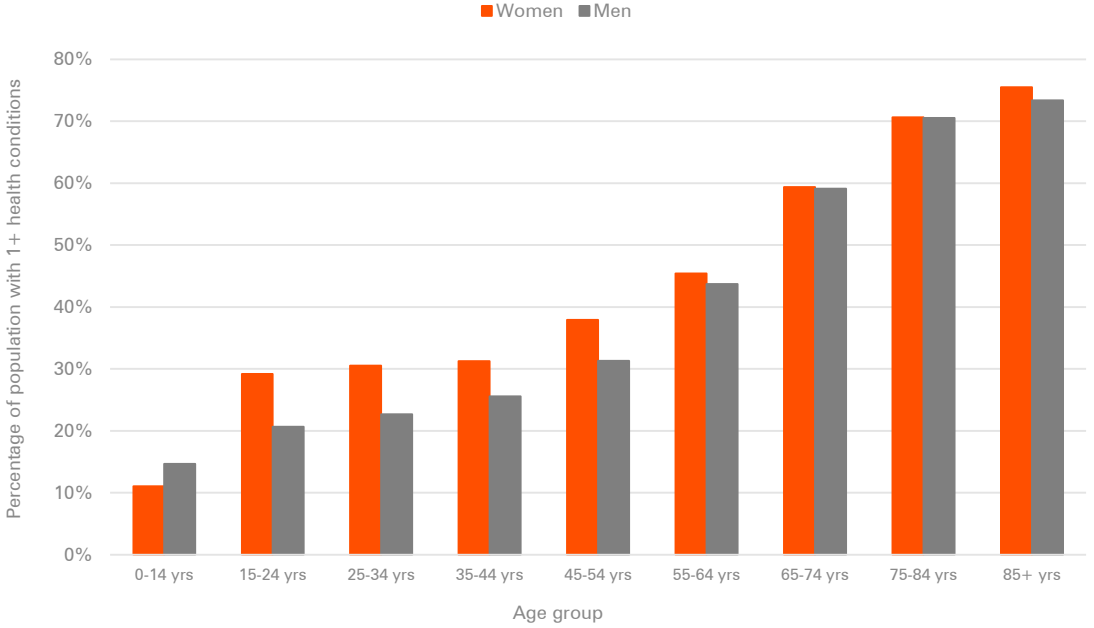


Need for assistance due to disability is strongly related to age, so as there are generally more older women than men, a higher proportion of older women are likely to require assistance due to disability, than men. These charts help quantify the extent of those differences in need for assistance between women and men in your community.

Boys and men have a higher need for assistance in younger age groups (0-19 years) than women whereas women have a slightly higher need for assistance from the mid-70s. Beyond the age of 80, there is a higher proportion of women needing assistance, with the 85+ age group being the most obvious difference. In absolute terms, there are 1,594 women and 907 men aged over 85 with a need for assistance due to disability. These statistics relate to life expectancy.

Women in Mornington Peninsula Shire have an overall lower need for assistance across almost all age groups, compared to Greater Melbourne's women. Beyond the age of 70, women in Mornington Peninsula Shire have significantly lower proportions of need for assistance due to disability than women in Greater Melbourne.

More women have long-term health conditions than men

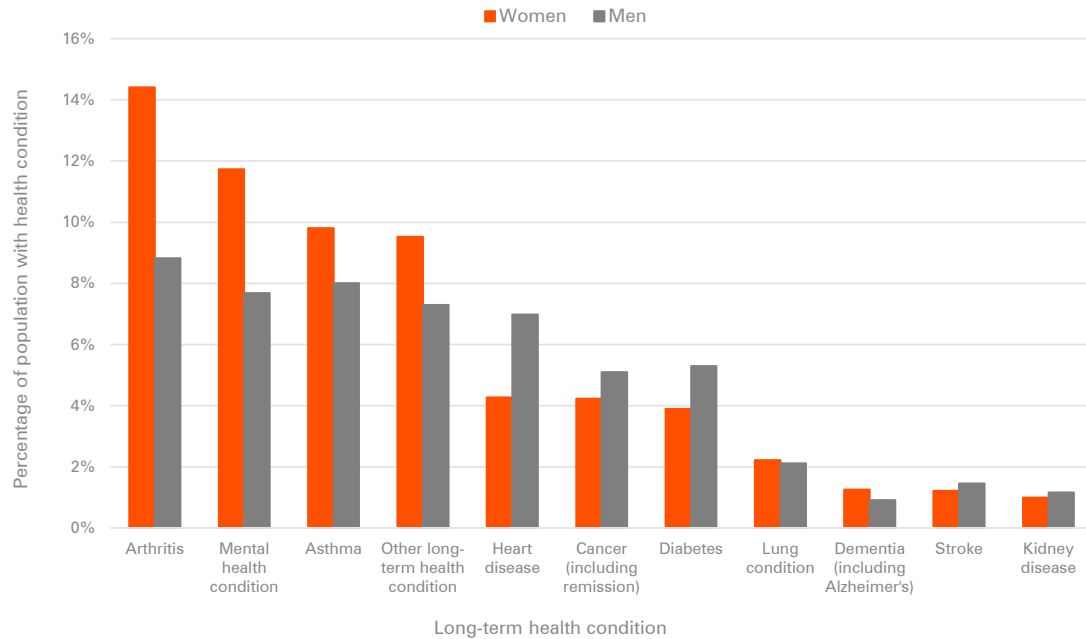


Long-term health conditions data from the Census collected information about long-term conditions which cause most of Australia’s deaths and burden of disease. Understanding differences in the prevalence of long-term health conditions between women and men and identifying whether prevalence of long-term health conditions differs by age is an important way of forming targeted action, resource allocation and local government plans such as “municipal health and wellbeing plans”.

In Mornington Peninsula Shire, 39% of women and 34.9% of men reported at least one long-term health condition. In absolute terms, this was 34,019 women and 28,547 men. A higher proportion of women than men reported one or more long-term health conditions for almost all age groups.

A smaller proportion of Greater Melbourne women have one or more long-term health conditions (31.6%) than women in Mornington Peninsula Shire (39%). Comparison of health conditions by age shows slightly higher incidences of long-term health conditions across most age groups, for Mornington Peninsula women.

Women and men have different long-term health conditions



The long-term health conditions collected in the Census comprise approximately 60% of Australia's deaths and contribute substantially to the burden of disease. Differences in trends and prevalence of long-term health conditions between women and men provide insight into actual incidence of certain conditions but also into diagnoses. The Census question asks "Has the person been told by a doctor or nurse that they have any of these long-term health conditions?", so this information relates to both having a health condition as well as seeking out help to address a condition. The 2020-21 [National Study of Mental Health and Wellbeing](#) found that 1 in 5 women and 1 in 8 men saw a health professional for their mental health. Therefore, information about prevalence of long-term health conditions for women and men in your municipality can inform health and wellbeing plans but also assess availability of health professional services.

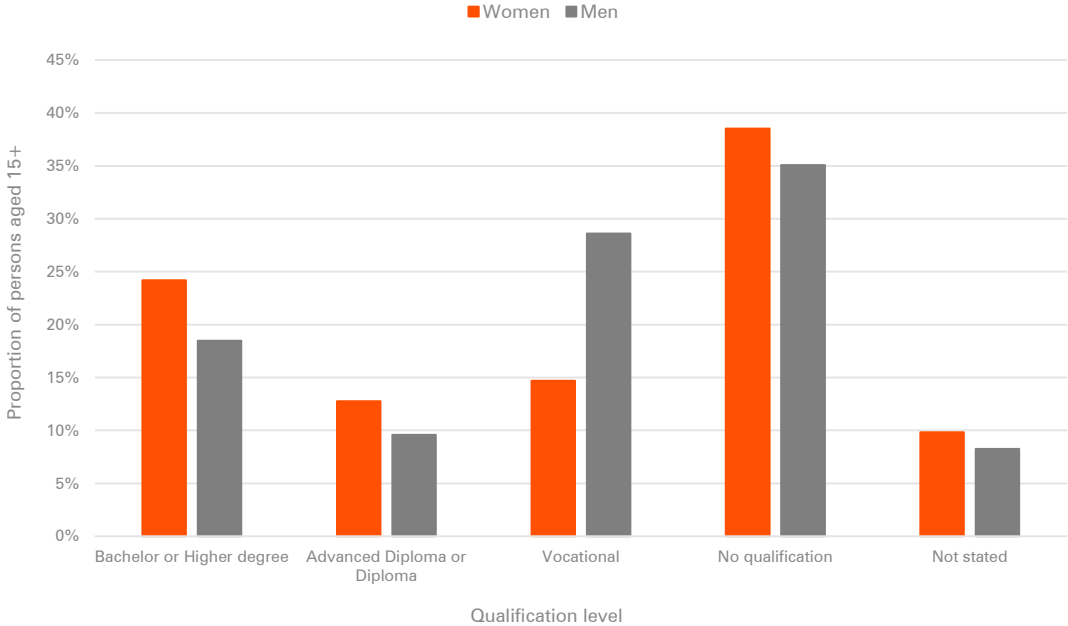
Arthritis was the most common long-term health condition for women in Mornington Peninsula Shire (14.4%), followed by mental health (11.7%) and asthma (9.8%). For these three health conditions, a notably higher proportion of women than men had the condition. For conditions such as arthritis or dementia, age is a confounding factor, so the statistics are related to more older women than men in the area. For other conditions, such as mental health, there could be several confounding factors. Women also reported higher prevalence of "other health conditions than men". Conversely, more men than women had heart disease, diabetes, cancer, strokes or kidney disease.

Compared to women in Greater Melbourne, a higher proportion of Mornington Peninsula women had each of the listed conditions, except for diabetes. This is likely related to the older age structure of women on the Mornington Peninsula.

Education



More women have Bachelor/Higher degree qualifications

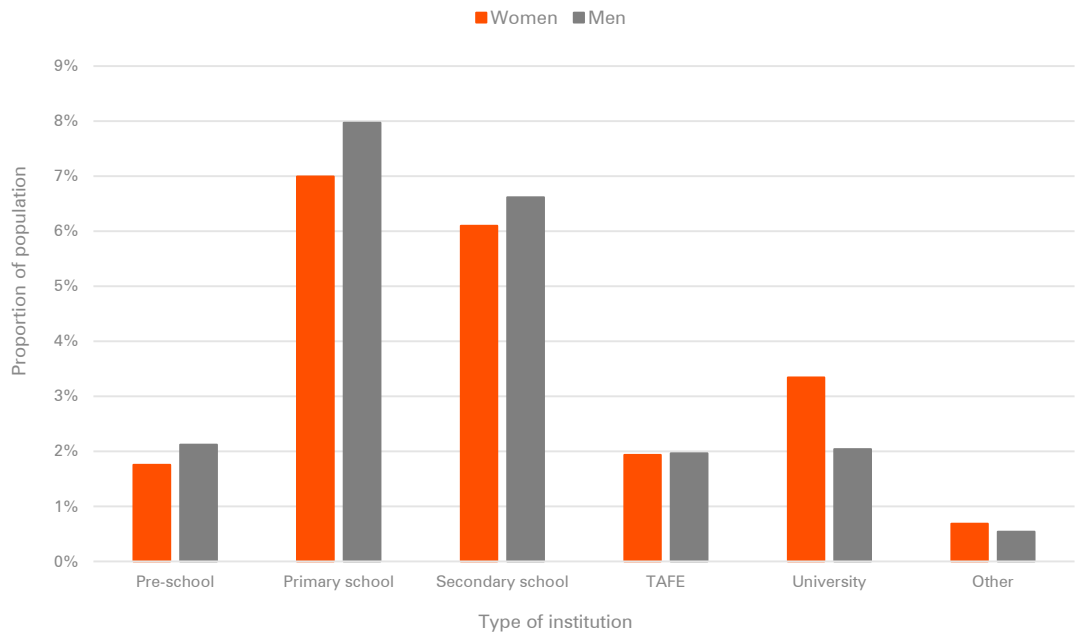


Education information is one of the most important indicators of socio-economic status. Information about education qualifications helps to evaluate the economic opportunities and socio-economic status of the area and identify skill gaps in the labour market. In the gender equity context, understanding if women and men have the same education qualifications provides further insight into differences which can manifest into further socioeconomic gaps later in life.

In Mornington Peninsula Shire, a larger proportion of women have a Bachelor or Higher Degree qualification. Women also have a higher representation for Advanced Diploma or Diploma qualifications. Generally, in Australia, a greater proportion of men have vocational/certificate level qualifications, which are more often associated with trades. The same is true in Mornington Peninsula Shire. A slightly higher proportion of women over the age of 15 have no formal qualification outside of secondary school.

A lower proportion of Mornington Peninsula women have Bachelor/Higher Degree qualifications compared to women across Greater Melbourne yet a slightly higher proportion of women in Mornington Peninsula Shire have an Advanced Diploma/Diploma or vocational qualification; likewise for no qualification.

University attendance is higher for women, but lower than in Greater Melbourne

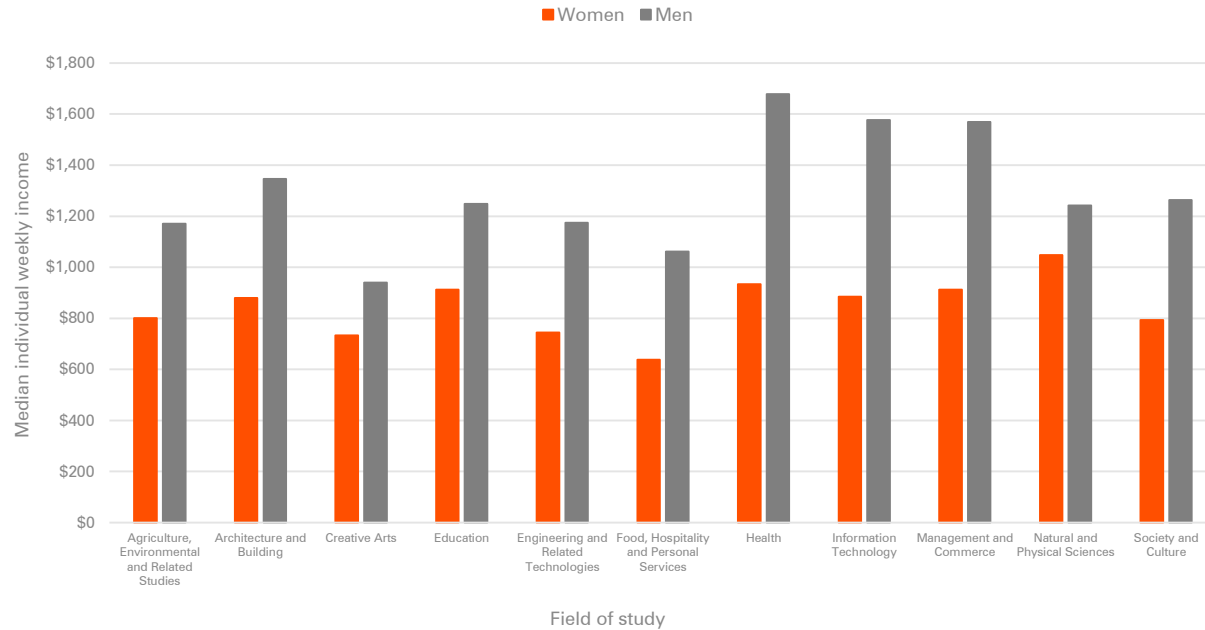


Attendance of educational institutions shows the degree to which people are seeking out educational opportunities. This information will vary depending on the age of the area's population, proximity to certain institutions and so on. In the gender equity context, understanding if women and men are taking similar education opportunities by attending education institutions, can provide additional insight into differences that can manifest into further socioeconomic gaps later in life.

In Mornington Peninsula Shire, most residents are attending preschool and secondary school, which is reflective of the age structure. A higher proportion of women in Mornington Peninsula Shire attend a University compared to men and similar proportions of women and men attend a TAFE. In 2021, 2,919 women and 1,667 men were attending a University.

Compared to women in Greater Melbourne, Mornington Peninsula Shire female education institution attendance is slightly lower for pre-school, primary school and secondary school, a reflection on the age structure of the area. For education institutions beyond secondary school, a lower proportion of Mornington Peninsula Shire women attend a TAFE or University, than women in Greater Melbourne.

Women have lower incomes for all fields of study



Field of Study	Women	Men	Gap
Agriculture, Environmental and Related Studies	\$ 801	\$ 1,170	-\$369
Architecture and Building	\$ 879	\$ 1,346	-\$466
Creative Arts	\$ 733	\$ 940	-\$208
Education	\$ 912	\$ 1,248	-\$336
Engineering and Related Technologies	\$ 745	\$ 1,175	-\$430
Food, Hospitality and Personal Services	\$ 638	\$ 1,061	-\$423
Health	\$ 934	\$ 1,679	-\$744
Information Technology	\$ 885	\$ 1,577	-\$692
Management and Commerce	\$ 913	\$ 1,570	-\$657
Natural and Physical Sciences	\$ 1,048	\$ 1,242	-\$194
Society and Culture	\$ 793	\$ 1,263	-\$470

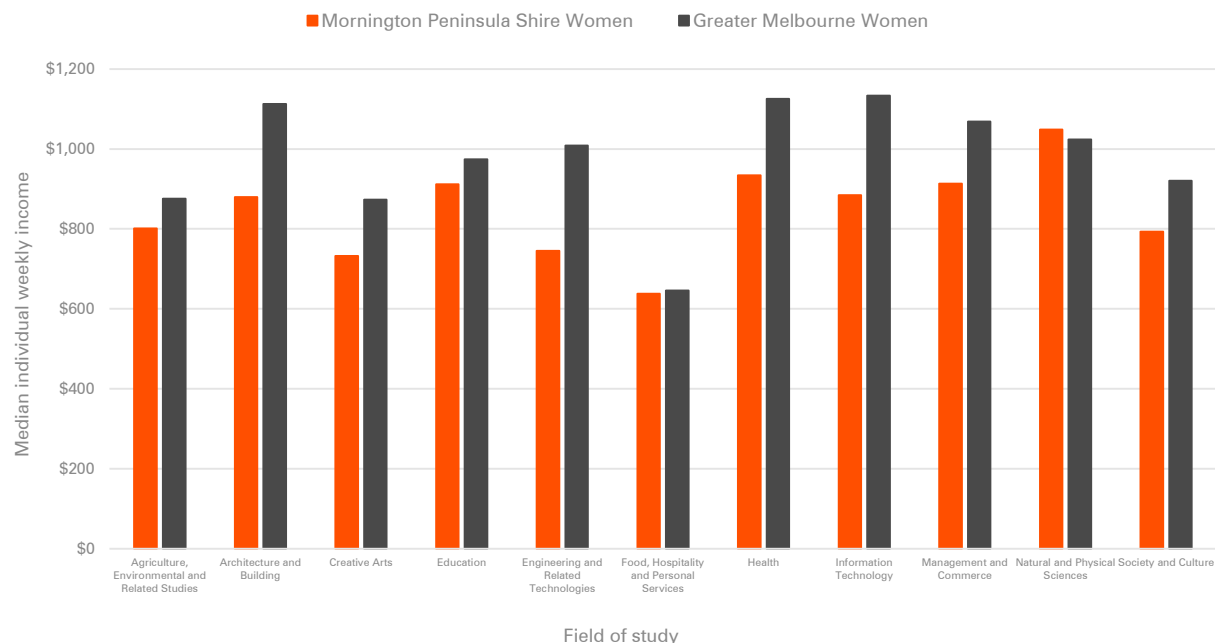
The chosen field of study and graduate outcomes for a person can have a significant impact on their future employment and earning potential. A quantifiable assessment of the role education plays in one's socioeconomic status is to assess median individual income by field of study for women and men and understand what the gaps/differences are.

This information should be looked at in conjunction with [average hourly rates](#), as women tend to be less employed overall and work fewer hours per week.

Women in Mornington Peninsula Shire have a lower median individual income than men for all fields of study. The largest pay gap by field of study is in the "Health" field, where women have a median weekly income of \$934 compared to \$1,679 for men with the same field of study, a 45% gap of \$744 per week. The "Information Technology" field also has a significant gap of median incomes for women and men, \$692 (44%).

The "Natural and Physical Sciences" and "Creative Arts" fields of study have the closest median weekly income for women and men in Mornington Peninsula Shire where women had a median weekly income \$194 (16%) and \$208 (22%) below that of men.

...and lower incomes than women in Greater Melbourne.



Field of Study	Mornington Peninsula Women	Greater Melbourne Women	Difference
Agriculture, Environmental and Related Studies	\$ 801	\$ 876	-\$75
Architecture and Building	\$ 879	\$ 1,113	-\$234
Creative Arts	\$ 733	\$ 874	-\$141
Education	\$ 912	\$ 974	-\$62
Engineering and Related Technologies	\$ 745	\$ 1,008	-\$263
Food, Hospitality and Personal Services	\$ 638	\$ 646	-\$8
Health	\$ 934	\$ 1,126	-\$191
Information Technology	\$ 885	\$ 1,133	-\$248
Management and Commerce	\$ 913	\$ 1,069	-\$156
Natural and Physical Sciences	\$ 1,048	\$ 1,024	\$25
Society and Culture	\$ 793	\$ 920	-\$127

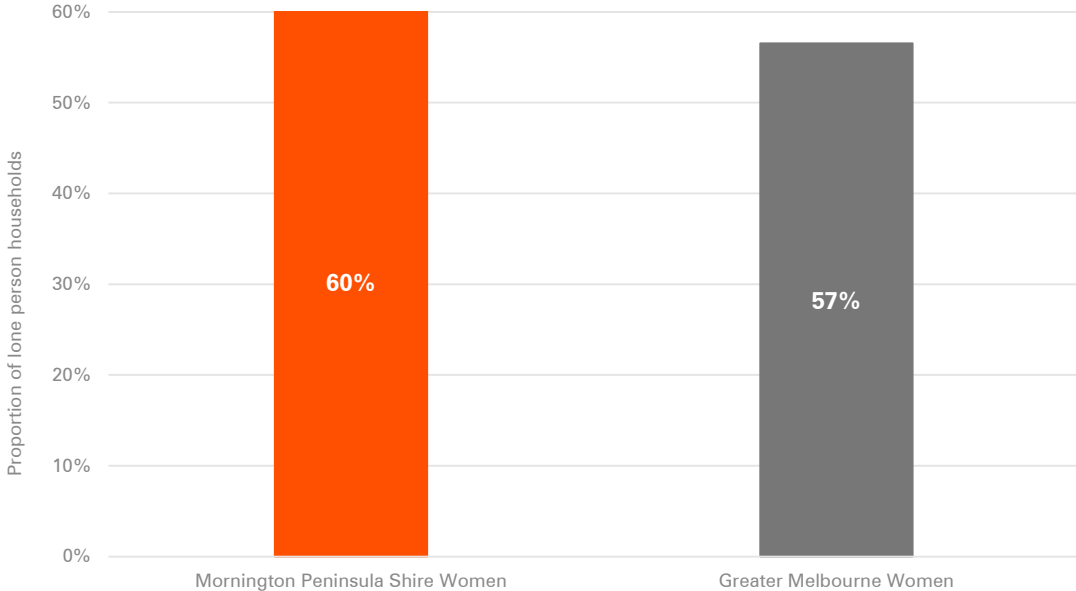
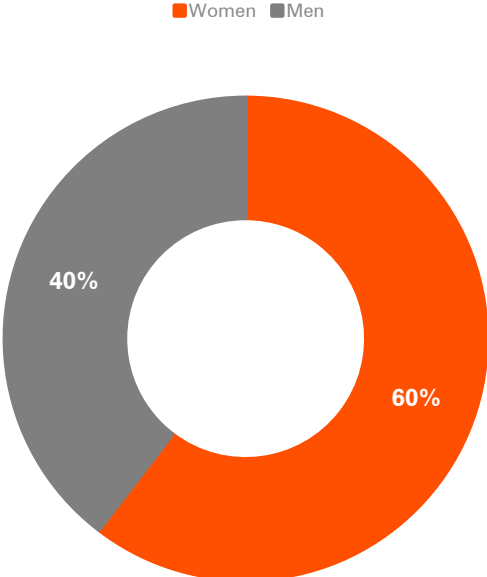
Compared to women in Greater Melbourne, women in Mornington Peninsula Shire have lower median individual weekly incomes for almost all fields of study. “Engineering and Related Technologies” is the field of study where the pay gap between women in Mornington Peninsula Shire and women in Greater Melbourne is highest (-\$263), followed by “Information Technology” (-\$248). The only field of study where women in Mornington Peninsula Shire have a higher median income compared to women across Greater Melbourne is “Natural and Physical Sciences”, where median weekly incomes were \$25 for Mornington Peninsula women. Median weekly incomes for women who studied “Food, Hospitality and Personal Services” were similar between Mornington Peninsula women (\$638 per week) and Greater Melbourne women (\$646 per week), a gap of -\$8

Income information alone cannot provide a full picture of financial wellbeing. Some cities or regions with high median income levels are also where costs of living are higher, so while this information is important and insightful, direct comparison of one place to another should be assessed with costs of living in mind too.

Living arrangements



More women than men live alone

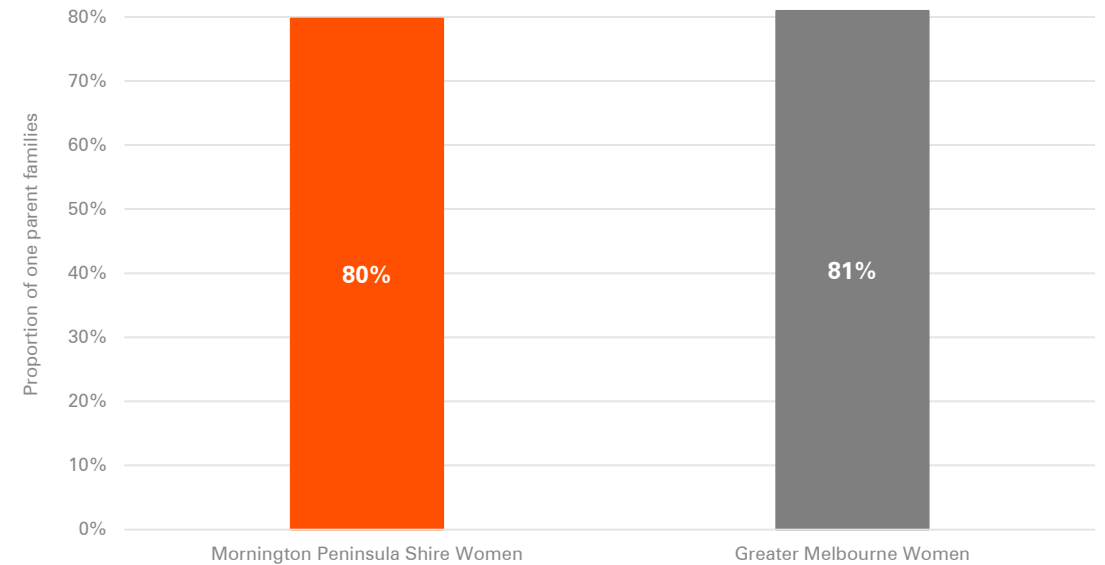
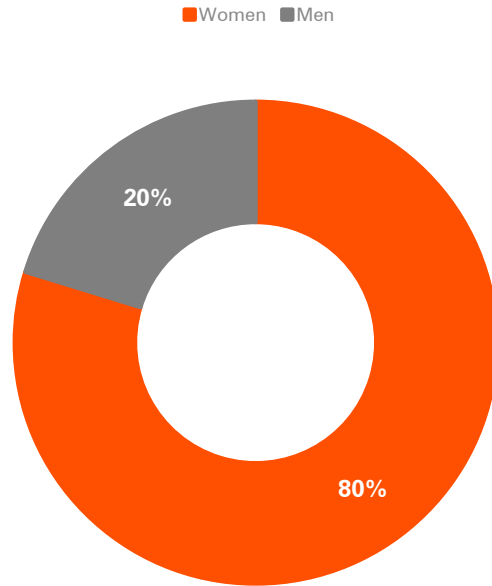


The extent to which household type varies by gender is relatively small. Typically, older lone persons are more likely to be women due to longer life expectancy. Elderly lone person households have very different requirements to young lone person households but in general, lone person households rely on a single income and sometimes require additional assistance, especially in older age groups.

In Mornington Peninsula Shire, 60.4% of lone-person households are women living alone. In absolute terms, there are 11,329 female and 7,423 male lone-person households.

Compared to women in Greater Melbourne, Mornington Peninsula Shire has a slightly higher proportion of female lone-person households.

Women are usually the parent in one parent families

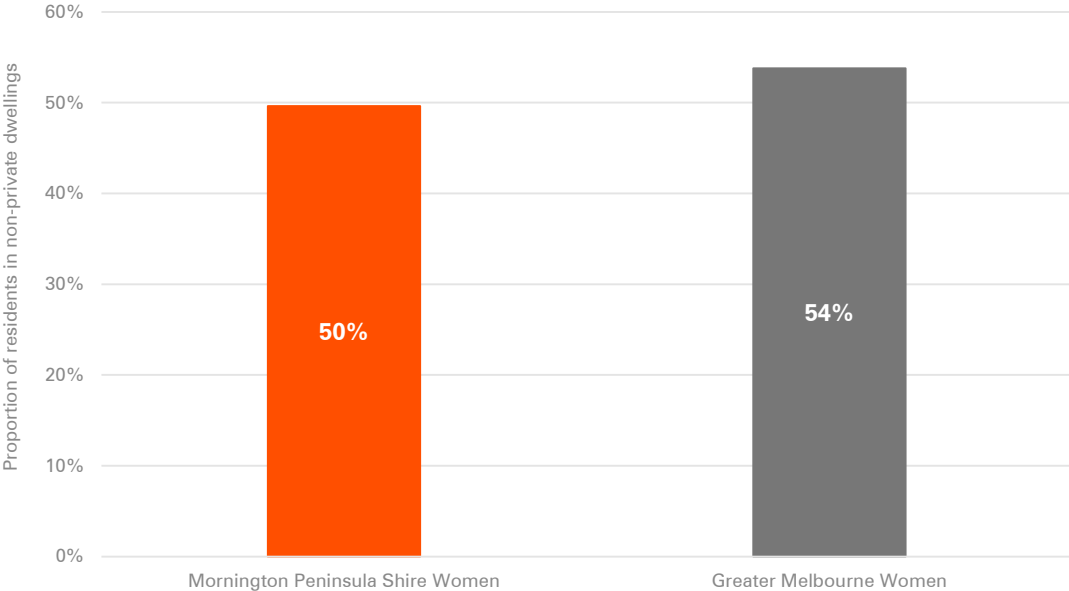
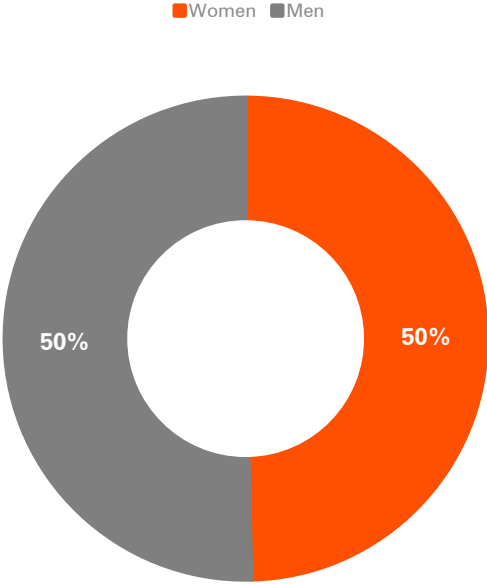


One-parent families nationwide are approximately 80% women parents. In the context of gender equity, understanding how many more women one-parent families than men one-parent families there are in a municipality can assist community planners to determine if additional assistance may be needed for this household type.

In Mornington Peninsula Shire, significantly more one-parent families are women parents, matching the Australia-wide average of 80%. In absolute terms, there are 5,532 one-parent families with women parents and 1,405 one-parent families with men parents.

Mornington Peninsula Shire has a slightly lower proportion of women one-parent families than Greater Melbourne.

Similar proportions of women and men live in non-private dwellings

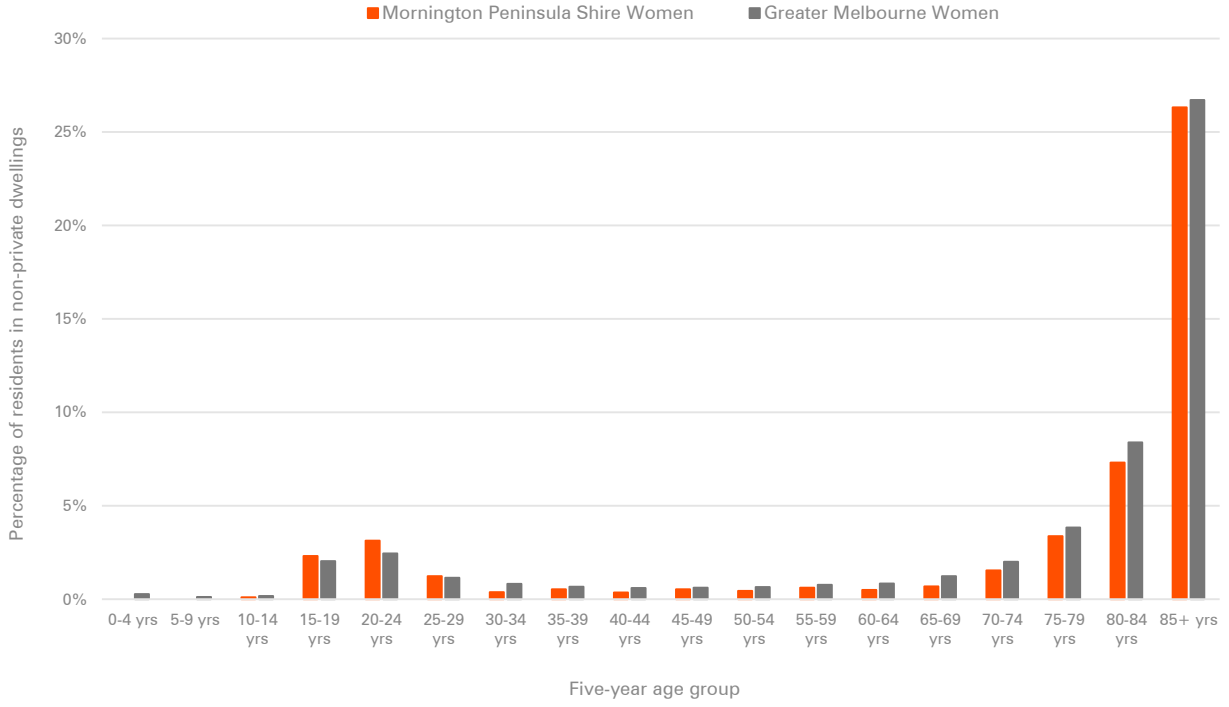
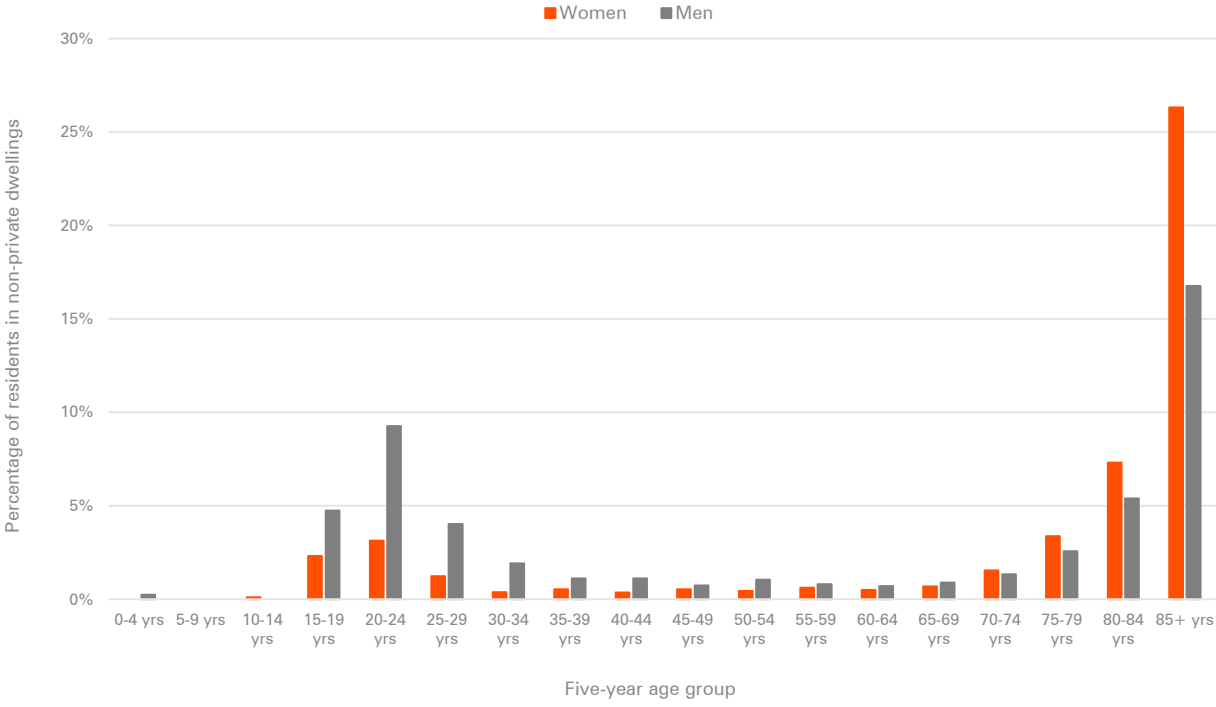


Non-private dwellings are establishments which provide a communal type of accommodation, such as hotels, motels, boarding houses, public hospitals, prisons, army barracks, youth hostels and aged care institutions.

In Mornington Peninsula Shire, the same proportion of women and men live in non-private dwellings. In absolute terms, there are 1,914 women and 1,943 men living in non-private dwellings.

Compared to women in Greater Melbourne, Mornington Peninsula Shire has a lower proportion of non-private residents who are women.

Older women make up a significant number of NPD residents



Non-private dwellings (NPDs) are institutions that serve specific functions, such as looking after vulnerable youth, containing single-sex prisoners or looking after residents of a specific age (for example, aged care institutions). Understanding the age composition as well as gender breakdown helps ascertain if different sexes have different age profiles of residents residing in these institutions.

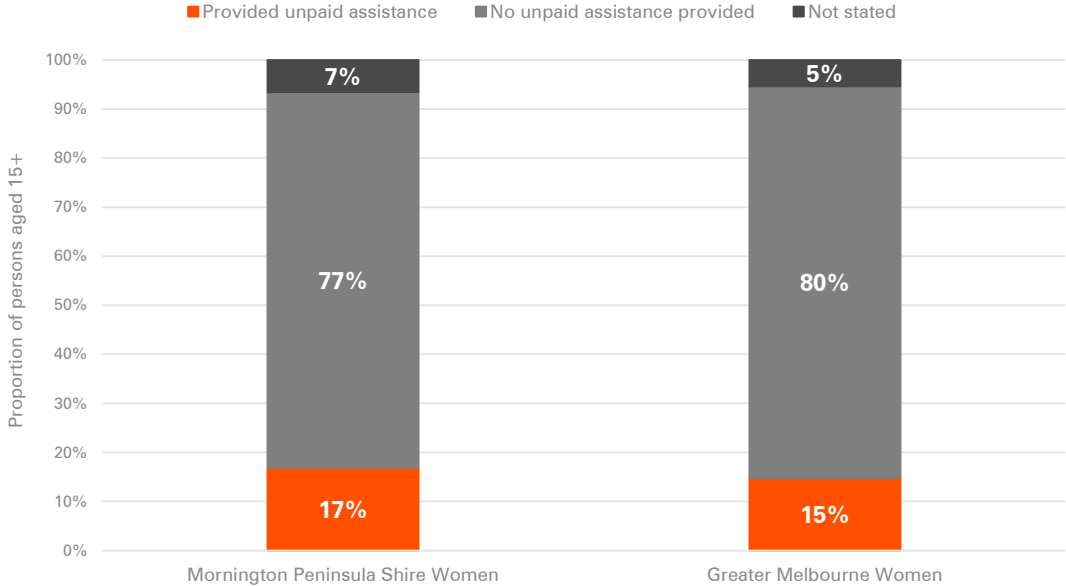
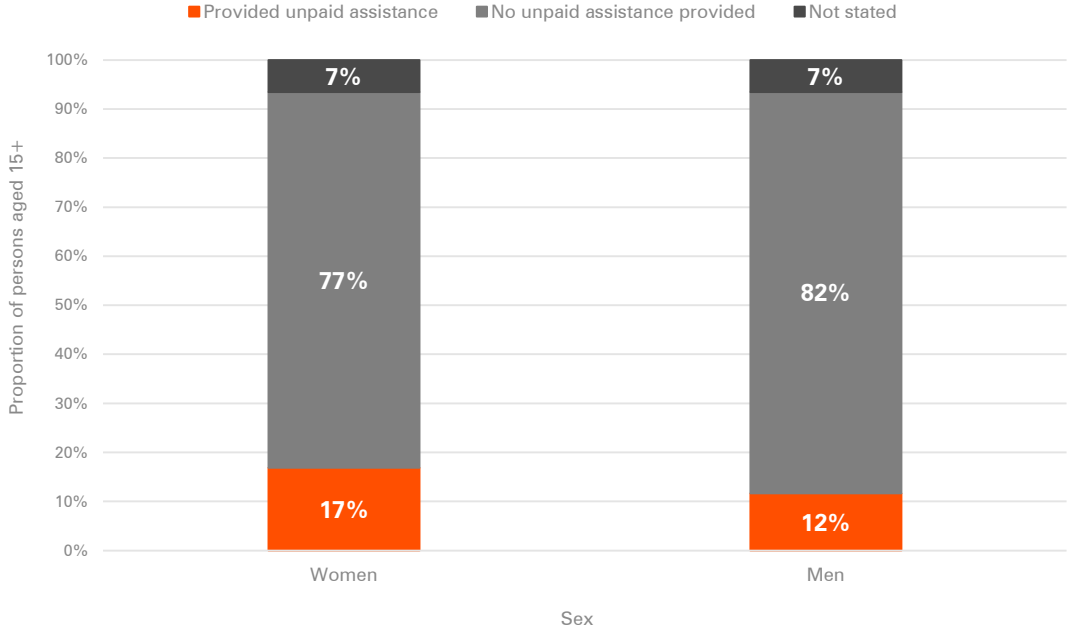
In Mornington Peninsula Shire, women aged 85 years and older are significantly more represented in non-private dwellings statistics than men. This is likely due to many NPD-residing women living in aged care institutions. As women have a longer life expectancy than men, this is a likely cause of this overrepresentation. Men have a higher representation in most younger age groups, especially 15-29-year-olds, which relates to a large proportion of males living in “staff quarters”.

Compared to women in Greater Melbourne, Mornington Peninsula Shire women have a similar representation in both younger and older age groups. These statistics can sometimes be influenced by types of NPD institutions available in an area. For example, the presence of a large women’s prison will affect both the gender breakdown and age structure of NPD residents.

Unpaid work



More women provide unpaid care than men

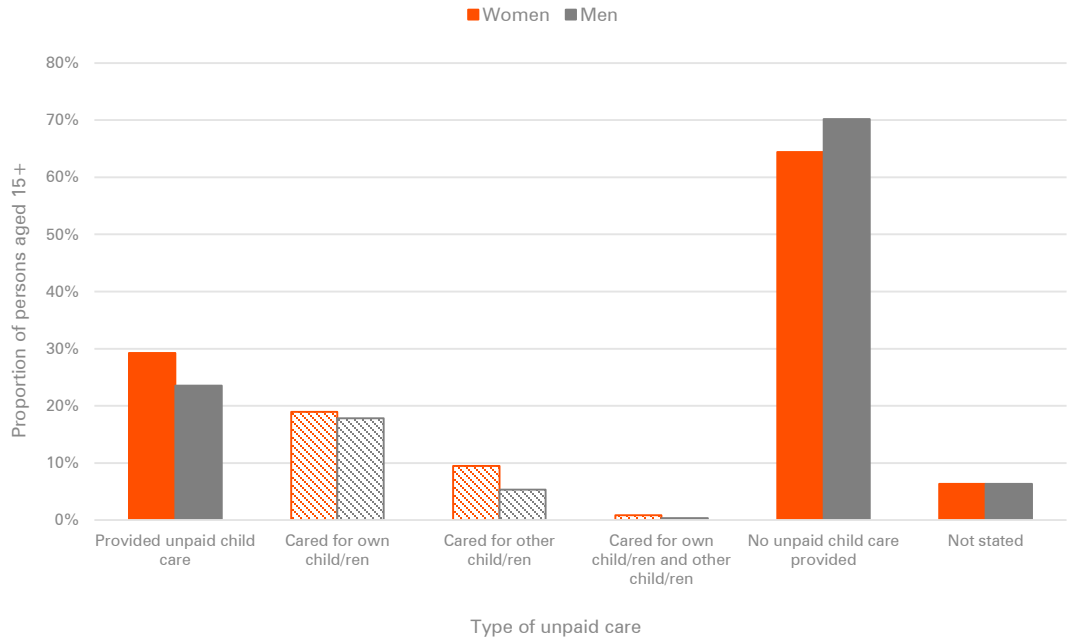


The proportion of people providing unpaid care for the aged and disabled can be an important indicator of the level of demand for aged care services and facilities by local and state governments. This characteristic generally does not vary greatly between areas. However, across Australia, a higher proportion of women provide unpaid care to the aged or disabled, compared to men.

In Mornington Peninsula Shire, a higher proportion of women provide unpaid care than men. In absolute terms, 12,487 women and 7,869 men aged over 15 years provide unpaid care to a person with disability, long-term illness or old age.

Compared to women in Greater Melbourne, the proportion of Mornington Peninsula Shire women providing unpaid care is slightly higher.

Childcare is more common for women than men

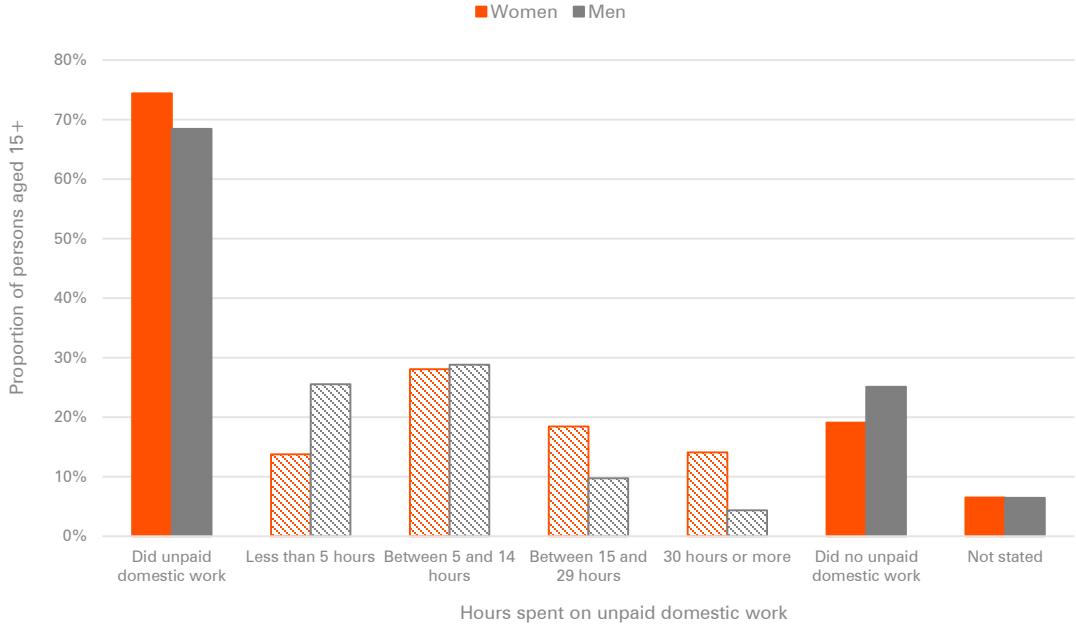


The role of unpaid childcare is determined by many different factors. For example, areas with high levels of unpaid childcare may have a dominance of single-income families with one significant earner, or there could be a lack of provision of paid childcare in the area. Though gender roles are changing, traditionally, childcare has been something with a higher prevalence among women than men, particularly caring for children other than their own, and this is still reflected in the data for most areas. Across Australia in 2021, 30% of all women provided unpaid childcare, compared to 23% of men.

In Mornington Peninsula Shire, a higher proportion of women than men provide unpaid childcare. In absolute terms, 21,635 women and 15,874 men provide unpaid childcare in Mornington Peninsula Shire. Of the women who provide childcare, most do so for their own child/ren than for other children (e.g., grandparents caring for grandchildren). A very low proportion of both women and men provide childcare for their own children as well as other children.

Compared to women in Greater Melbourne, women in Mornington Peninsula Shire provide almost identical levels of childcare overall, which is composed of a slightly lower level of childcare provision for their own children but a slightly higher level of childcare for other child/ren.

More women take on unpaid domestic work, for longer

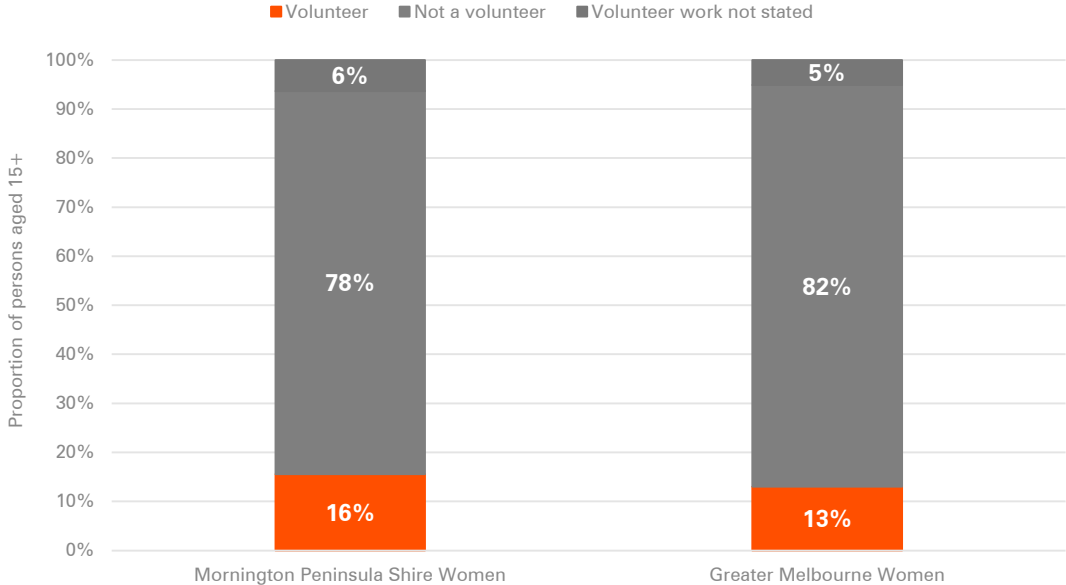
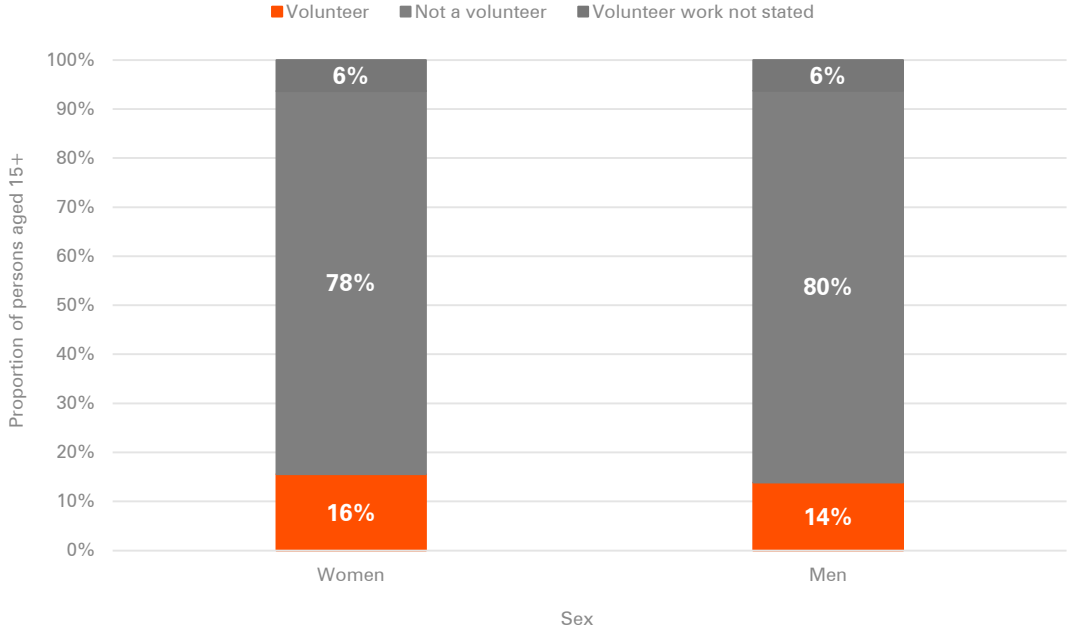


There has been increased interest in identifying, acknowledging and valuing the unpaid work that supports home and community life. The changing amount of time spent on unpaid housework in different household types and, particularly the distribution of this work within the household, can indicate the changing roles of men, women and older children in society. The level of unpaid domestic work may also be related to household income, as higher income households are able to outsource some of these tasks.

A majority of both women (74%) and men (68%) undertake domestic work. In absolute terms, 54,986 women and 46,191 men take on unpaid domestic work. However, a significantly larger proportion of women spend more than 15 hours on domestic work (33%) than men (14%) and more men do less than five hours of domestic work (26%) than women (14%).

Compared to women in Greater Melbourne, a slightly higher proportion of Mornington Peninsula Shire women do unpaid domestic work, 74% compared to 70%. Hours spent on unpaid domestic work are slightly higher for Mornington Peninsula Shire women than Greater Melbourne women in the higher hours categories.

More women than men volunteer



The voluntary work sector is an important part of Australia's economy. The level of volunteering through an organisation or group can indicate the cohesiveness of the community and how readily women and men are able to contribute to that community. Across Australia, volunteering declined by 5% between 2016 and 2021, partly related to the Covid-19 pandemic, lockdowns and the inability to spend any time doing voluntary work through an organization or group.

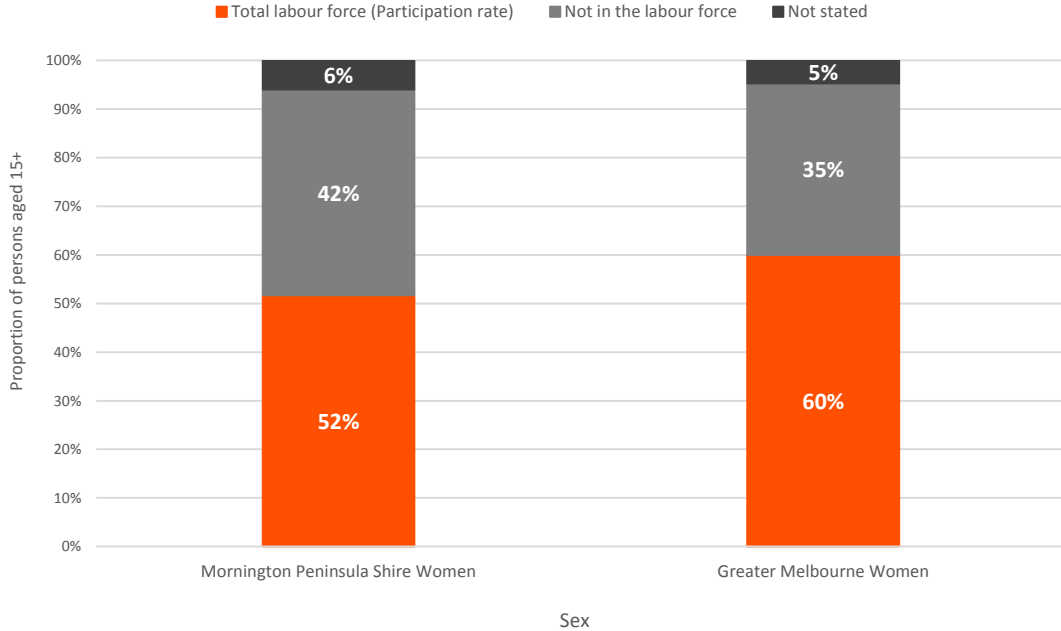
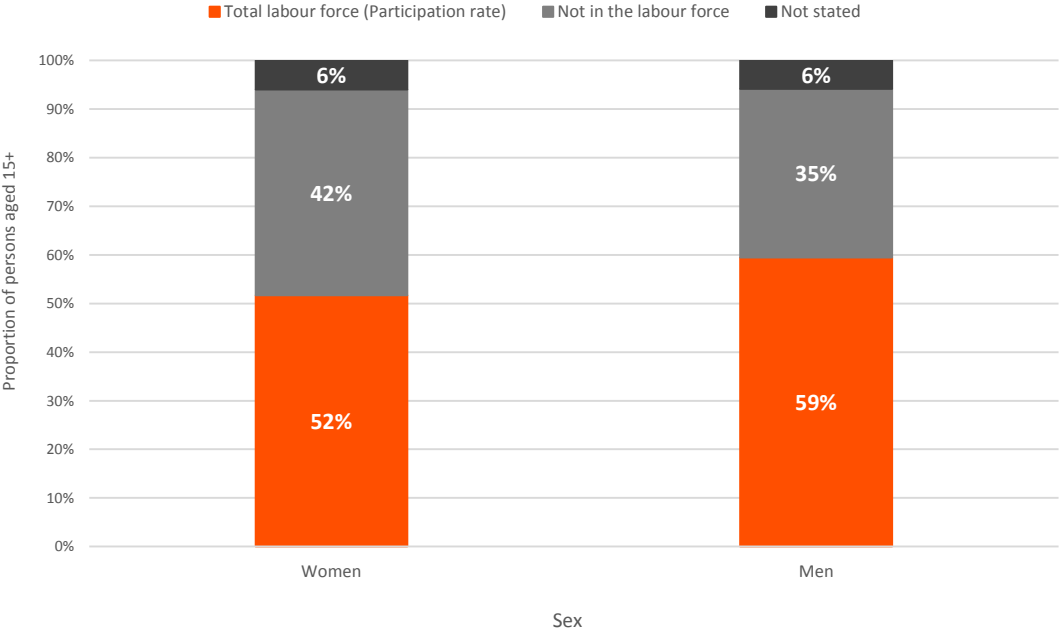
A higher proportion of Mornington Peninsula Shire women than men volunteer. In absolute terms, 11,526 women and 9,359 men volunteered through an organisation or group in the last twelve months.

Compared to women in Greater Melbourne, a higher proportion of Mornington Peninsula Shire women take on volunteer work through an organisation or group.

Employment



More men than women participate in the labour force

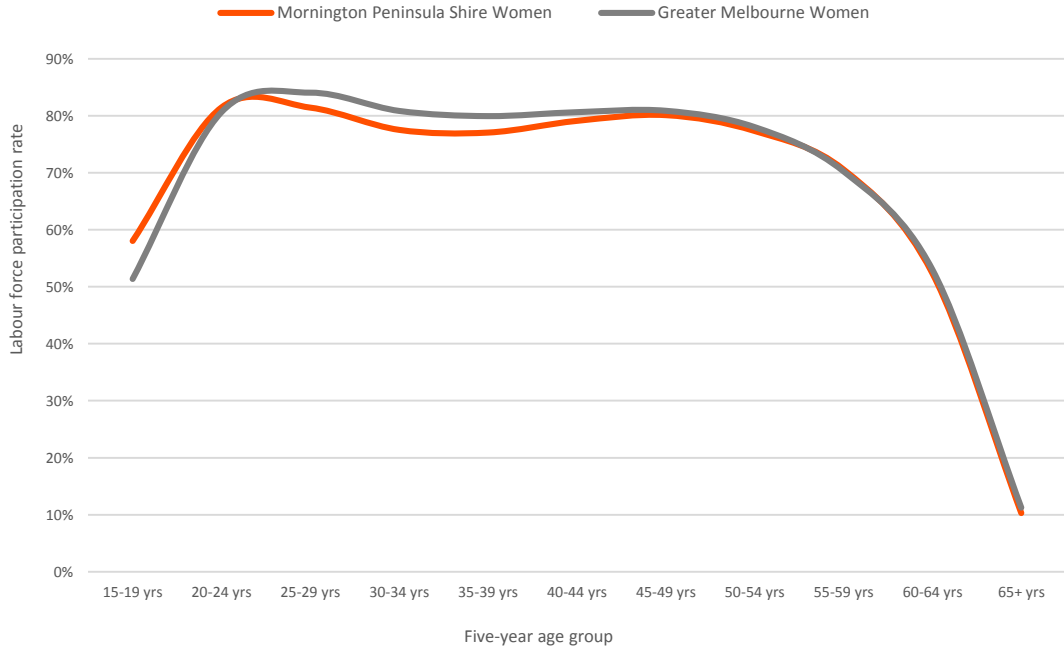
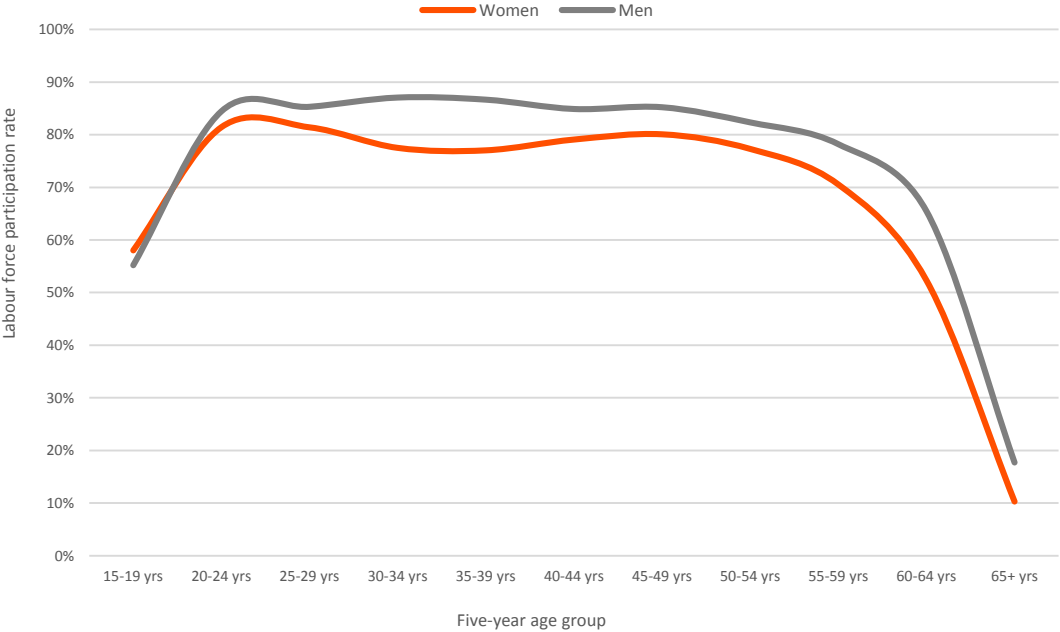


Employment statistics are an important indicator of socioeconomic status. The levels of full or part-time employment, unemployment and labour force participation indicate the strength of the local economy and social characteristics of the population. Understanding the employment status of women and men can assist in focusing on potential barriers to employment, such as childcare and carer responsibilities, differing income levels and taxation. Typically, men show higher rates of employment participation than women in most areas, as women are more likely to take time out of the labour force for children and are more likely to return to part-time work afterwards. Understanding differences in employment statistics for women and men relate to metrics such as individual income or superannuation levels.

In Mornington Peninsula Shire, a lower proportion of women than men participate in the labour force. In absolute terms, 38,227 women and 40,156 men aged 15 years or older participate in the labour force. Conversely, a higher proportion of women do not participate in the labour force, which in absolute terms is 31,254 women and 23,410 men.

Compared to women in Greater Melbourne, women in Mornington Peninsula Shire have a lower labour force participation rate.

Participation in the labour force by age differs for women

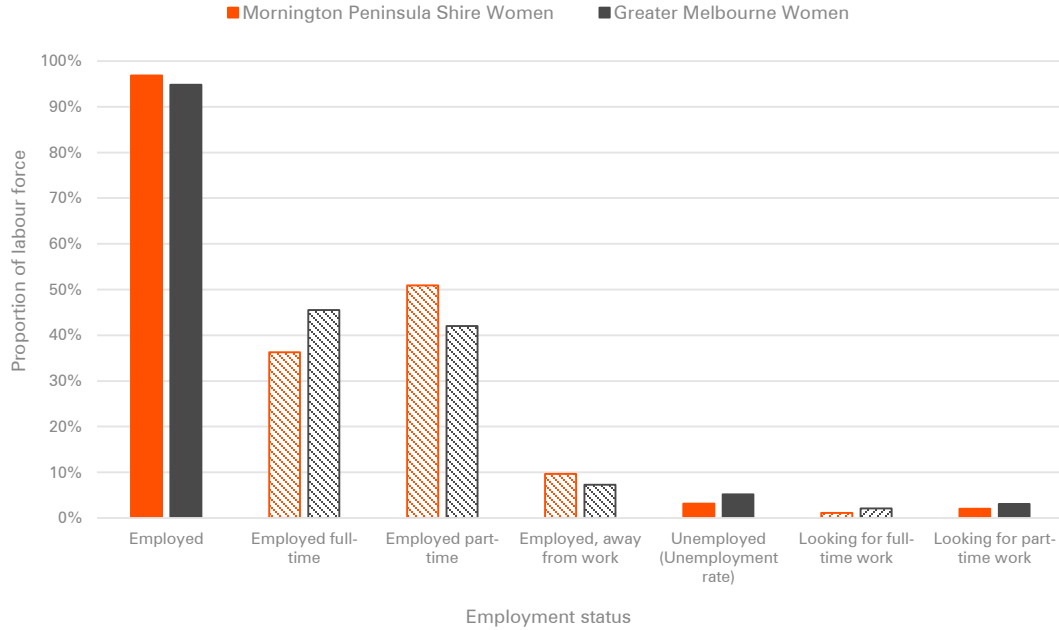
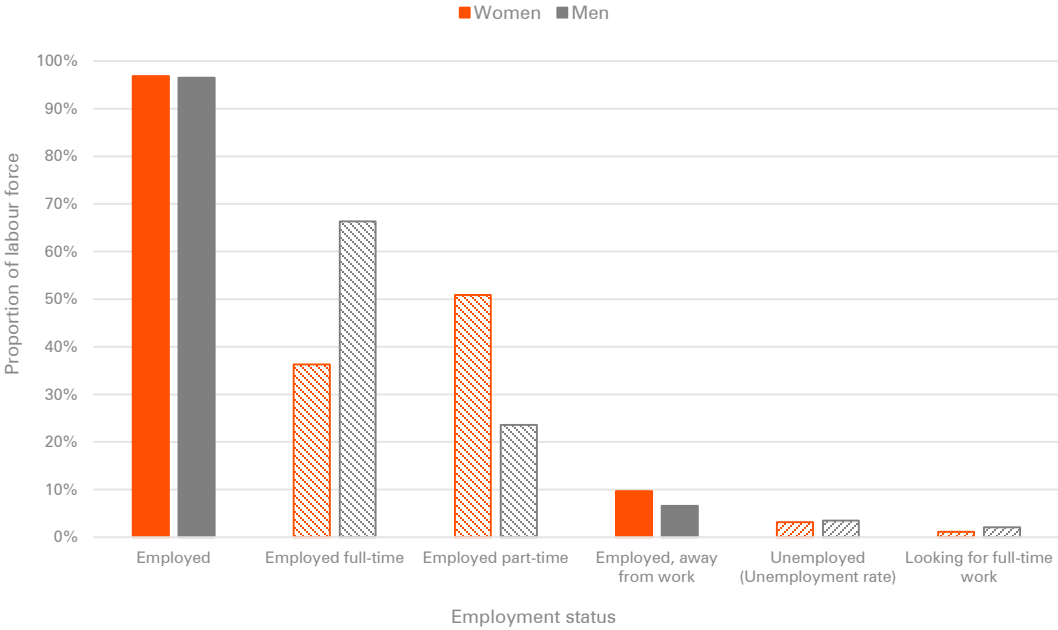


Participation in the labour force is different for women and men. These differences are most pronounced in the 25–39-year-old age groups, which is usually when families are formed and women tend to leave the labour force more frequently than men. The labour force participation rate for women decreases after the age of 24 before increasing again from the age of 40. Labour force participation rate for men remains relatively high from the age of 20 until mid/late 40s.

Women in Mornington Peninsula Shire have a higher labour force participation rate than men in younger age groups (15-19 years). From the age of 20 onwards, men’s participation rates are higher, and a clear divergence is evident from the age of 25. The widest “gap” in participation rates between women and men is for 35–39-year-old residents. A likely driver of this divergence is family formation and traditional gender roles whereby women provide childcare while men remain in the labour force. From the age of 45, presumably once children no longer require care from a parent, the female labour force participation rate increases before declining with age as adults reach retirement age. Other than the 15–19-year-old age group, the labour force participation rate for women is consistently below that of men in Mornington Peninsula Shire.

Compared to women in Greater Melbourne, women in Mornington Peninsula Shire have a higher labour force participation rate in the 15-24-year age group and a lower participation rate from the age of 25-44 years. Beyond the age of 45 years, labour force participation for Mornington Peninsula women and Greater Melbourne women is almost identical.

Employed women predominantly work in part-time jobs

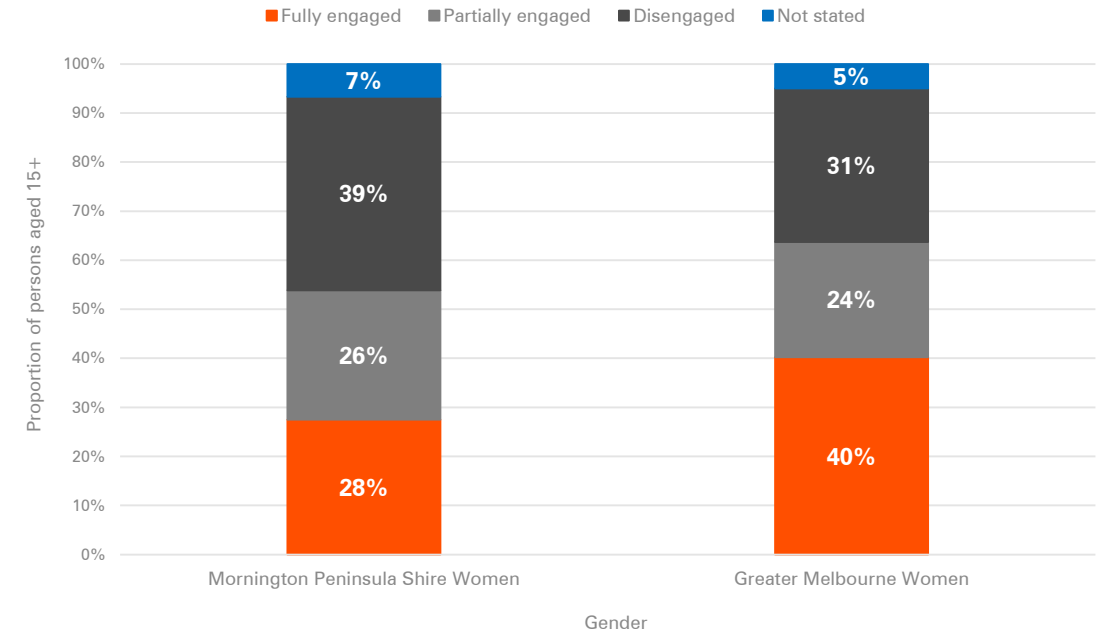
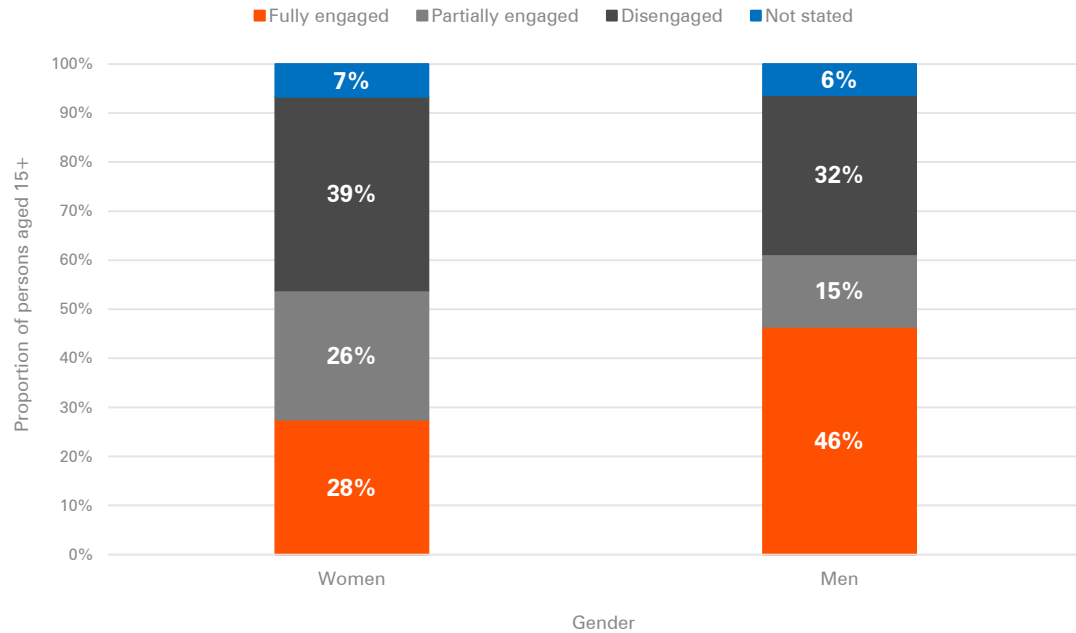


Employment Status is an important socioeconomic indicator. Employment in Australia is generally the main way people earn an income and is an important determinant of participation in some parts of society. Understanding the employment status of women and men can assist when looking at potential barriers to employment, such as childcare and carer responsibilities, differing income levels and taxation. Typically, men show higher rates of employment participation than women in most areas, as females are more likely to take time out of the labour force for children and are more likely to return part-time afterwards.

In Mornington Peninsula Shire, a slightly higher proportion of women than men who are in the labour force are employed (96.8%, compared to 96.5% for men). In absolute terms, this is 37,019 employed women and 38,753 employed men. However, there is a significantly higher proportion of men in full-time employment and a higher proportion of women in part-time employment than men. The unemployment rate – that is, residents in the labour force who do not have a job but are looking for a part-time/full-time job – is slightly higher for men (3.5%) than women (3.2%). In absolute terms, there are 1,208 unemployed women and 1,403 unemployed men in Mornington Peninsula Shire.

Compared to women in Greater Melbourne, a higher proportion of Mornington Peninsula Shire women are employed (96.8% compared to 94.8%). Greater Melbourne women are more present in full-time employment and vice versa for part-time employment. The unemployment rate is lower for women in Mornington Peninsula Shire (3.2%) compared to women across Greater Melbourne (5.2%).

Women are more disengaged from education/employment

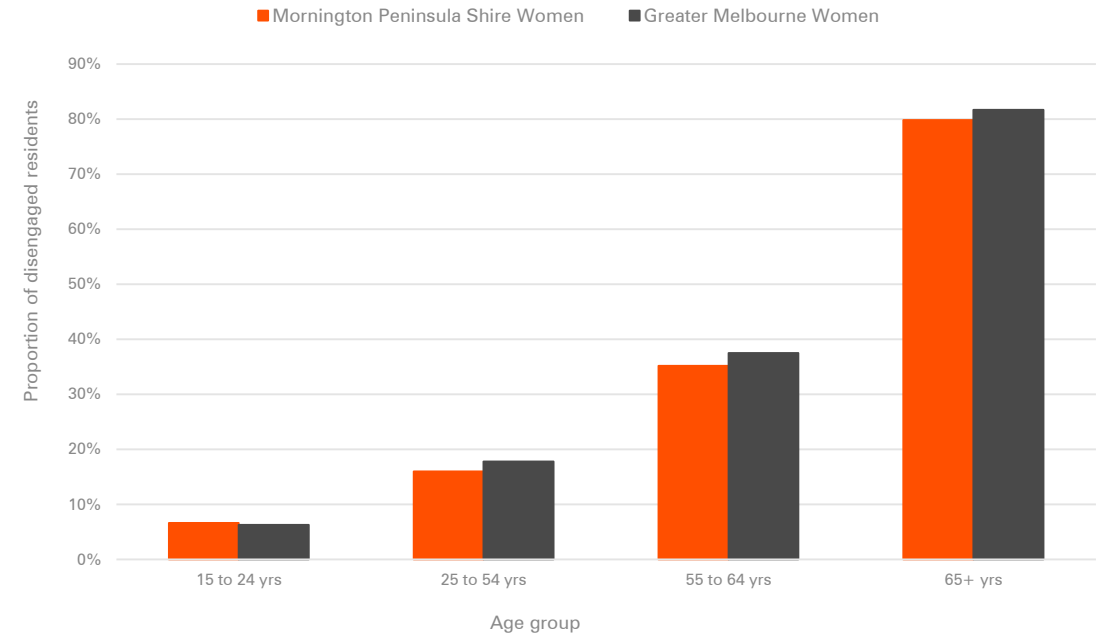
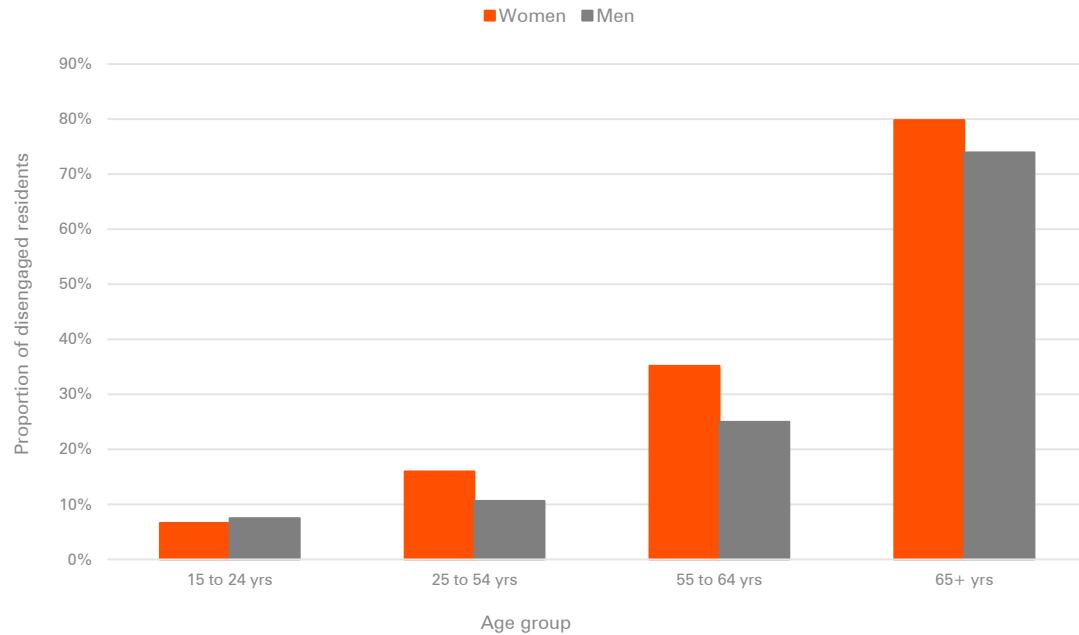


Engagement in employment and education looks at the level of participation of the population in the labour market, or full or part-time education. Engagement in the labour and education market is highly dependent on age. Retirees are generally disengaged, while stay-at-home parents are also likely to be disengaged. The rate of engagement, particularly in the younger and working age groups can be affected by access to strong employment and education markets and is a measure of socio-economic status and the level of welfare dependency in an area.

In Mornington Peninsula Shire, women have a lower level of “full engagement” than men. Full engagement is defined as full-time participation in either education or employment. A higher proportion of women than men are partially engaged in education or employment, which is related to the part-time employment characteristics described in the previous section (“Employment status”). A higher proportion of women (39%) than men (32%) are also disengaged from education or employment. In absolute terms, there are 29,179 women and 21,917 men in Mornington Peninsula Shire who are disengaged from employment or education.

Compared to women in Greater Melbourne, Mornington Peninsula Shire women aged 15 years or older are slightly more disengaged and less “fully engaged” in employment or education.

At almost all ages, women are more disengaged

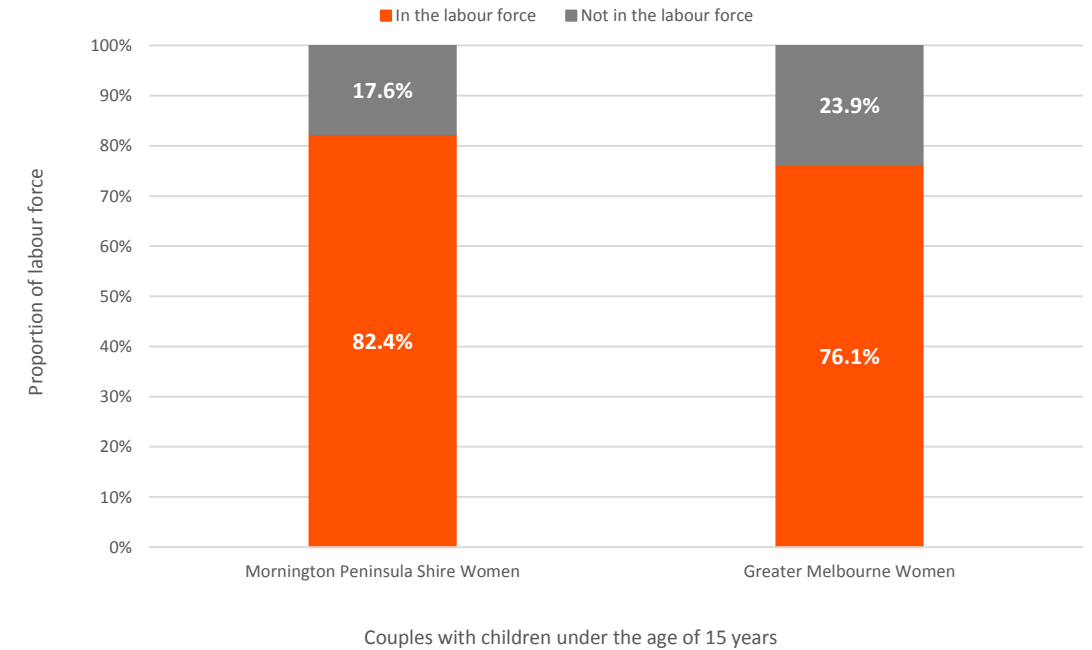
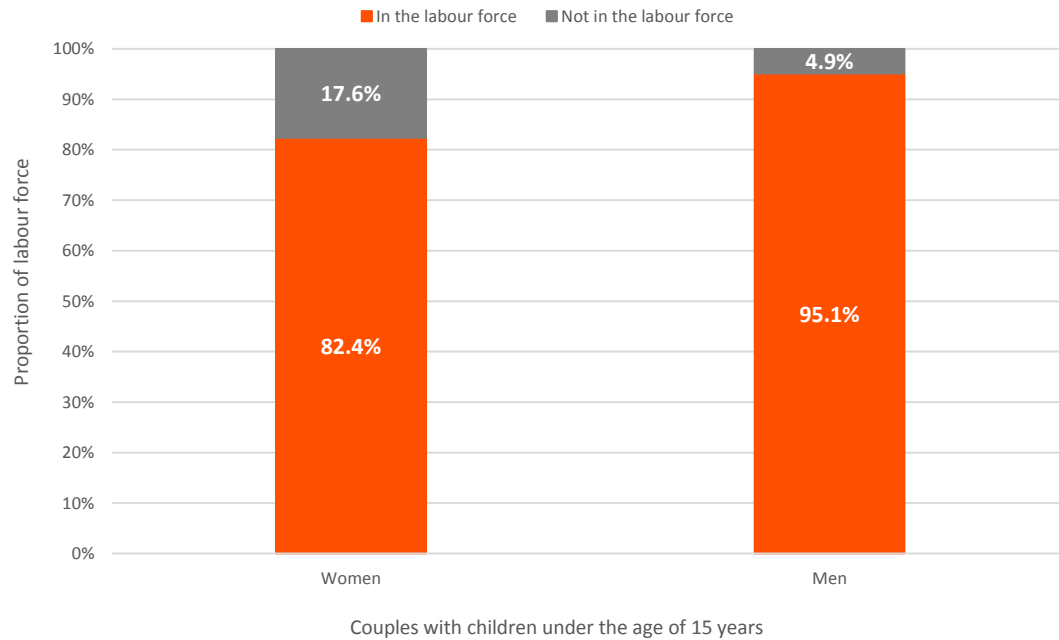


In many parts of Australia, women are more disengaged from education and employment than men, especially in the 25–54-year cohort. This is predominantly due to continuing traditional family-forming roles, where women may disconnect from the workforce and/or education while looking after young children. Participation in the labour force by age information reinforces this concept further.

In Mornington Peninsula Shire, women were more disengaged from education or employment in all age groups, except for 15–24-year-olds, where men were slightly more disengaged. The largest “gap” between disengagement statistics for women and men is in the 55-64 year cohort.

Compared with women across Greater Melbourne, women in Mornington Peninsula Shire are slightly less disengaged in most age groups, with the exception – by a small margin – of the 15–24 year cohort.

Women return to the workforce after having children, but in lower numbers



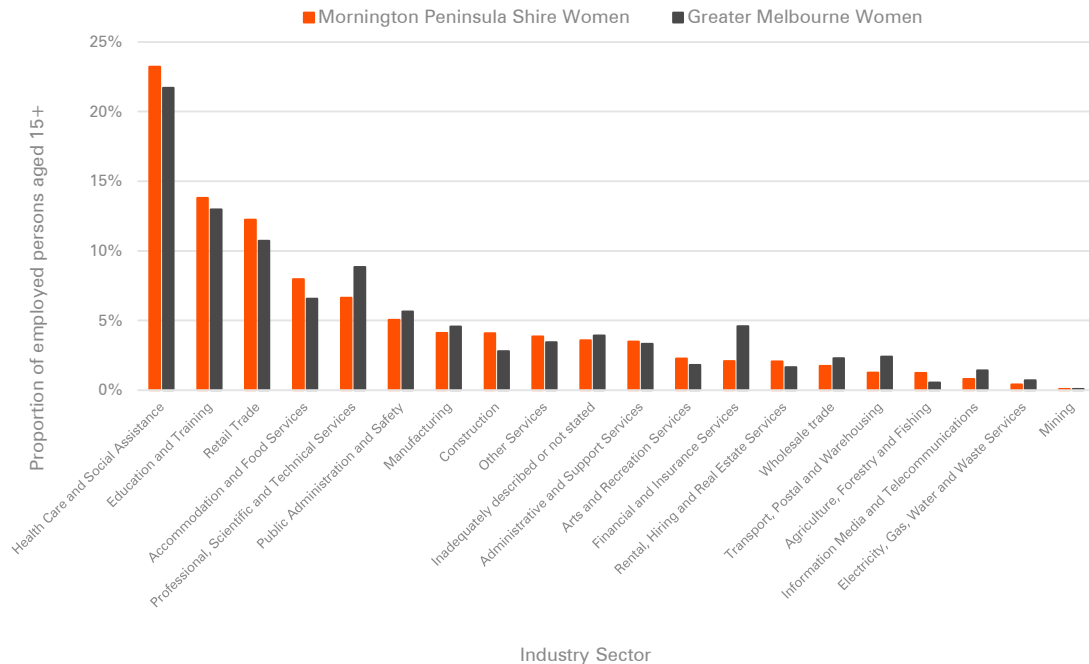
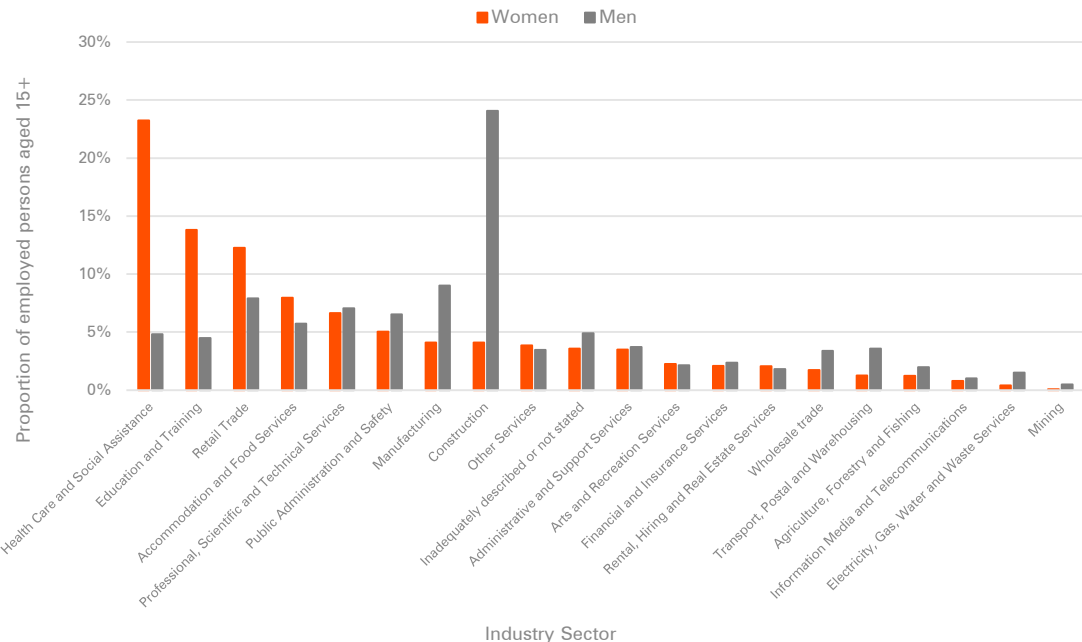
Women's and men's employment statistics are affected by traditional gender roles in society. The division of roles often results in lower rates of labour-force participation by women. Assessing labour-force participation of parents in couple families with children aged under 15 living at home helps demonstrate the impact of such roles for adults who have young children.

In Mornington Peninsula Shire, the data suggests that the traditional model of men as primary income earners is still prevalent, as it is in most of Australia. A significantly higher proportion of men in couple families with children under 15 are in the labour force (95% compared to 82% for women). The proportion of women in couple families with children under 15 who are not in the labour force is nearly four times that of men. This represents 2,068 women and 561 men.

A higher proportion of Mornington Peninsula women parents in couples with children under the age of 15 are participating in the labour force (82%) as compared with Greater Melbourne (76%).

It is important to remember that "in the labour force" means employed or actively seeking employment; it does not reflect full-time versus part-time work and other variables covered elsewhere in this report.

Industries of employment differ for women and men

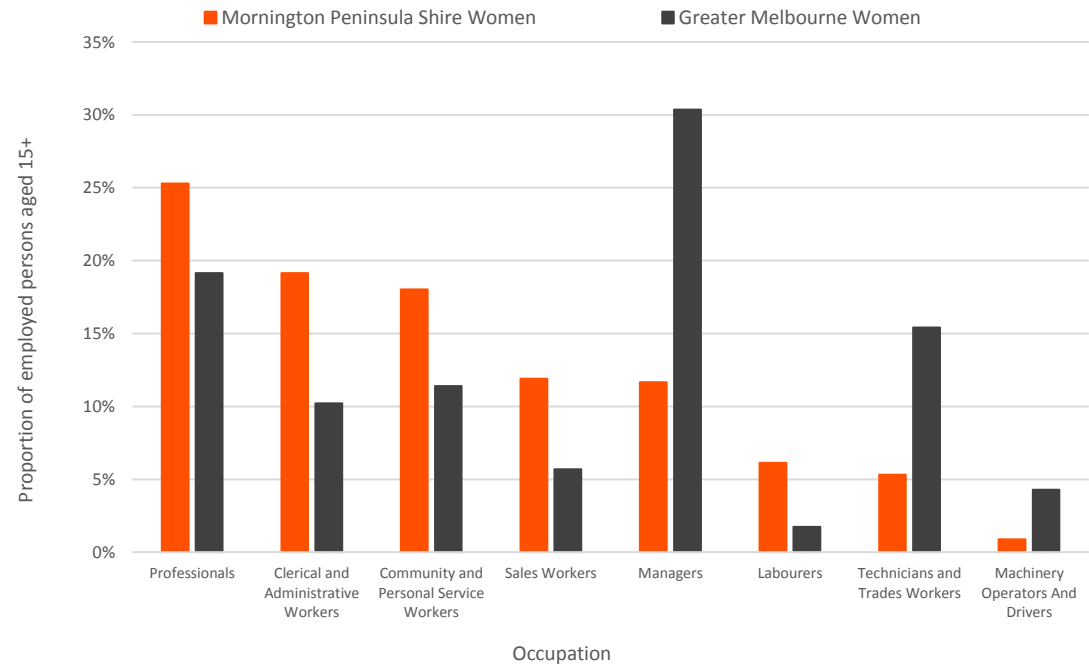
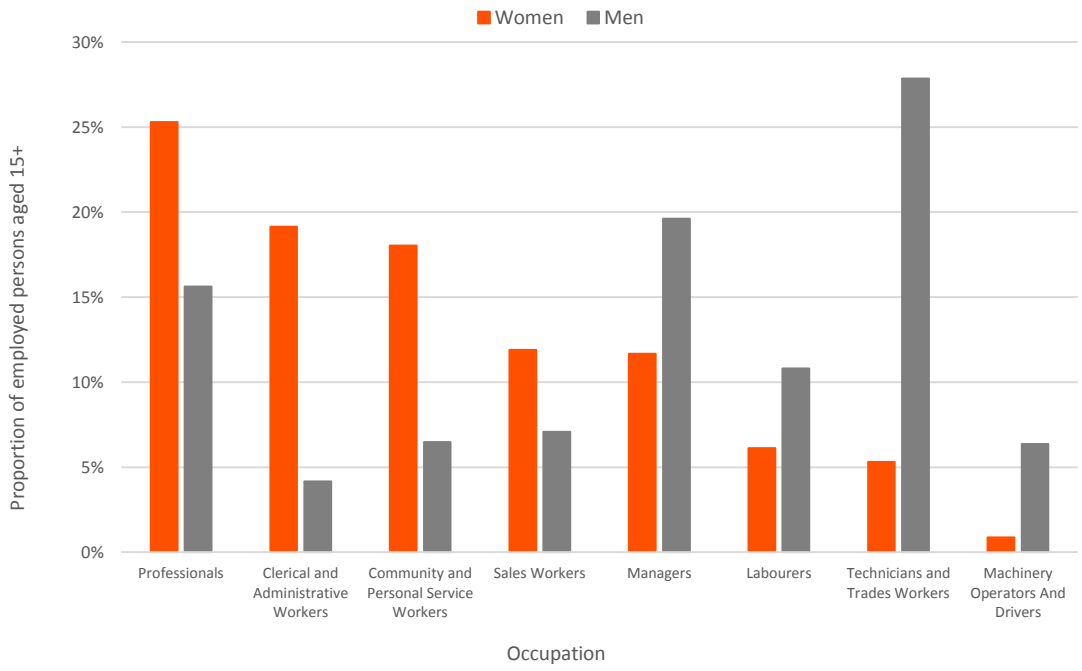


Industry sector of employment statistics identify the industries in which the residents work (which may be within the LGA or elsewhere). This will be influenced by the skill base and socioeconomic status of the residents as well as the industries and employment opportunities present in the region. When dissected by gender, this information provides a look at how different employment characteristics are for women and men. Another valuable way of assessing this information is in conjunction with [average hourly rates by industry](#).

In Mornington Peninsula Shire, the largest industry sector of employment for women is “Health Care and Social Assistance”, an industry employing 23% of Mornington Peninsula Shire’s employed women; only 5% of employed men work in this industry. “Education and Training”, “Retail Trade” and “Accommodation and Food Services” also employ more women than men. On the other hand, “Construction” is very male dominated, with only 4% of employed women in this industry, compared to 24% of men. Industries such as “Manufacturing”, “Wholesale Trade” and “Transport, Postal and Warehousing” also have notably higher proportions of men than women employed.

Compared to employed women in Greater Melbourne, a higher proportion of Mornington Peninsula Shire women are employed in the “Health Care and Social Assistance”, “Education and Training”, “Retail Trade”, “Accommodation and Food Services” and “Construction” industries, and a lower proportion in industries such as “Professional, Scientific and Technical Services”, “Public Administration and Safety” and “Financial and Insurance Services”. This is alignment with industry sector proportions for all employed persons.

Occupations also differ for women and men



Occupation statistics quantify the occupations in which residents work. (They may work within the LGA or elsewhere.) These statistics are influenced by the economic base and employment opportunities available in the area, education levels, and the working and social aspirations of the population. This analysis provides a clear view of different occupations taken up by women and men in the LGA.

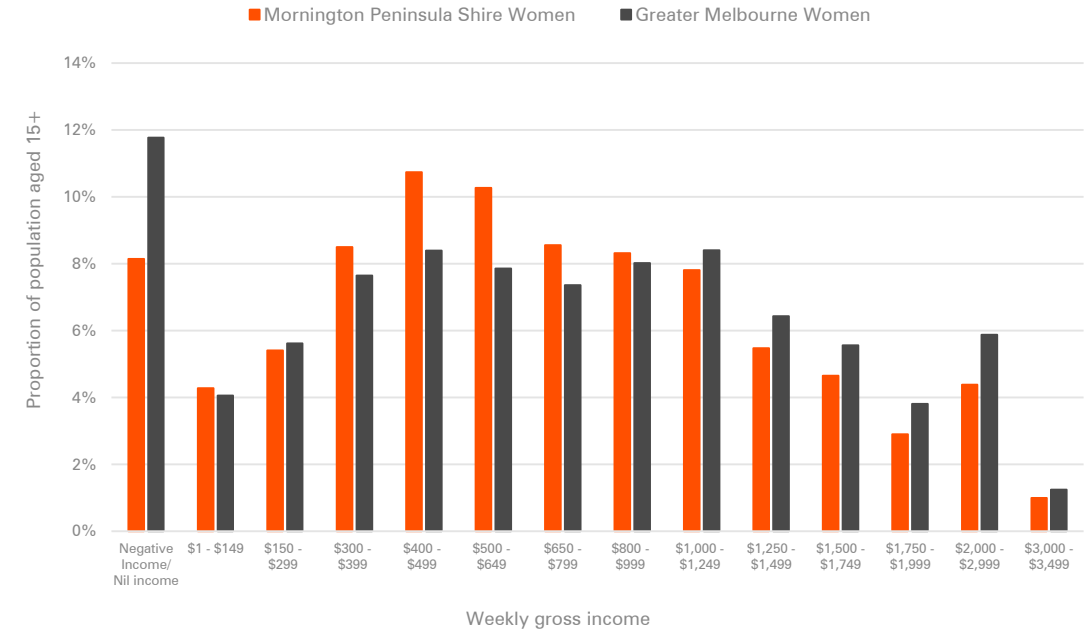
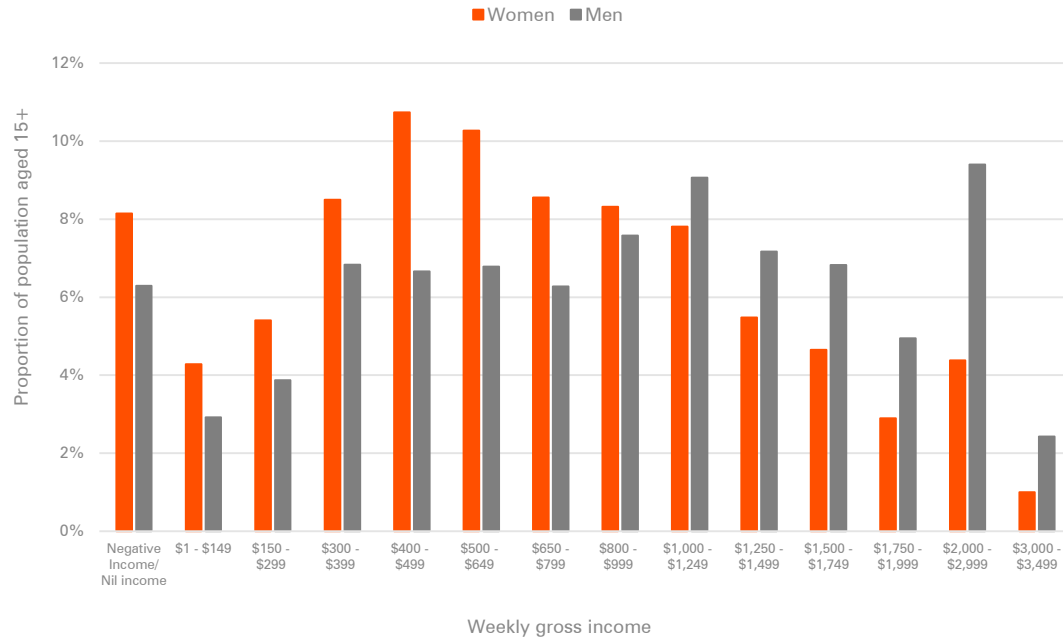
Notably higher proportions of Mornington Peninsula Shire’s employed women work as “Professionals”, “Clerical and Administrative Workers”, “Community and Personal Service Workers” and “Sales Workers”. A significantly higher proportion of Mornington Peninsula Shire’s employed men work as “Managers”, “Labourers”, “Technicians and Trades Workers” and “Machinery Operators and Drivers”.

Compared to employed women in Greater Melbourne, employed women in the Mornington Peninsula Shire have a higher proportion working as “Professionals”, “Clerical and Administrative Workers”, “Community and Professional Service Workers” and “Sales Workers” and “Labourers” but lower proportions working as “Managers”, “Technicians and Trade Workers” or “Machinery Operators and Drivers”.

Income levels



Women have lower individual incomes than men

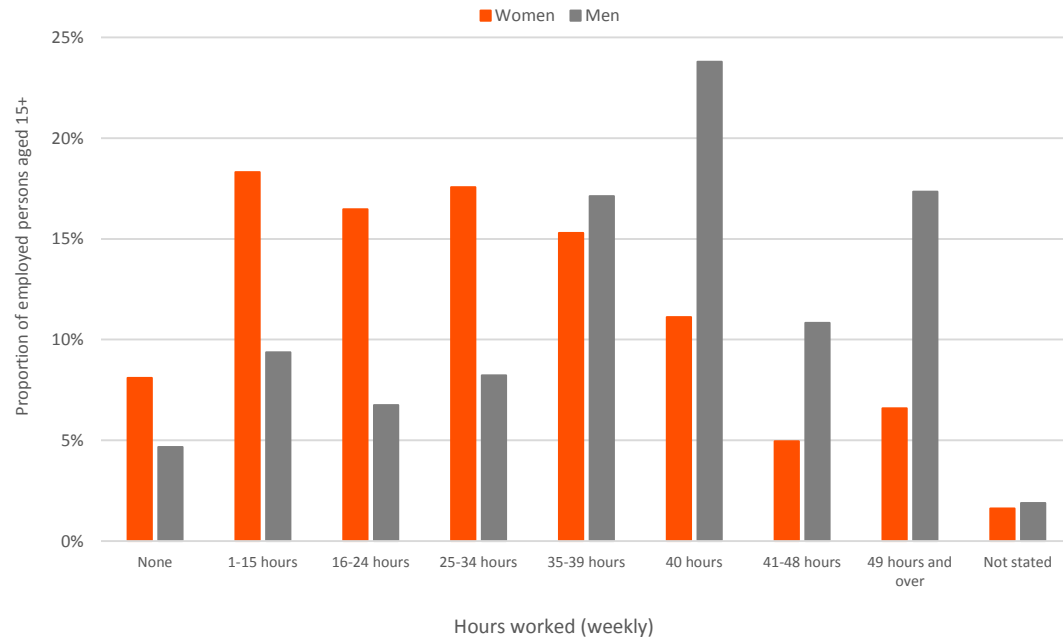


Individual income is a measure of the income a person receives from all sources. Typically, men’s incomes are higher than women’s incomes. This conflates a number of factors, and individual income statistics should not be taken on their own to represent a measure of the "gender pay gap". Individual income for women often shows a higher rate of "Nil Income", likely due to the rate of single-income families where the male is the “main earner”. This may differ from area to area, particularly with the prevalence of dual-income families increasing in many parts of Australia in recent years. Parts of income differences between the sexes may also be explained by comparing incomes to [hours worked](#) and [occupations](#). A gender pay gap may be apparent after accounting for these factors.

In Mornington Peninsula Shire, the median weekly gross income for women aged 15 years or over is \$632 compared to \$975 for men, meaning that women’s weekly incomes are 35% lower than that of men. A higher proportion of women have negative/nil incomes likely for reasons explained earlier. Women’s representation in the lower income bands is higher than for men. For example, 18% of women have weekly incomes of \$1-\$399, compared to 14% of men. A further 21% of women have weekly incomes of \$400-\$649, compared to 13% of men. In higher income bands, men are overrepresented. Weekly incomes of \$1,250-\$2,000 include 19% of men and only 13% of women, and weekly incomes above \$2,000 include 17% of men and only 7% of women.

Compared to women in Greater Melbourne, Mornington Peninsula Shire women have a lower weekly median income (\$632 compared to \$671), a higher representation in lower income bands and lower representation in higher income bands.

Women predominantly work in part-time employment and therefore work fewer hours

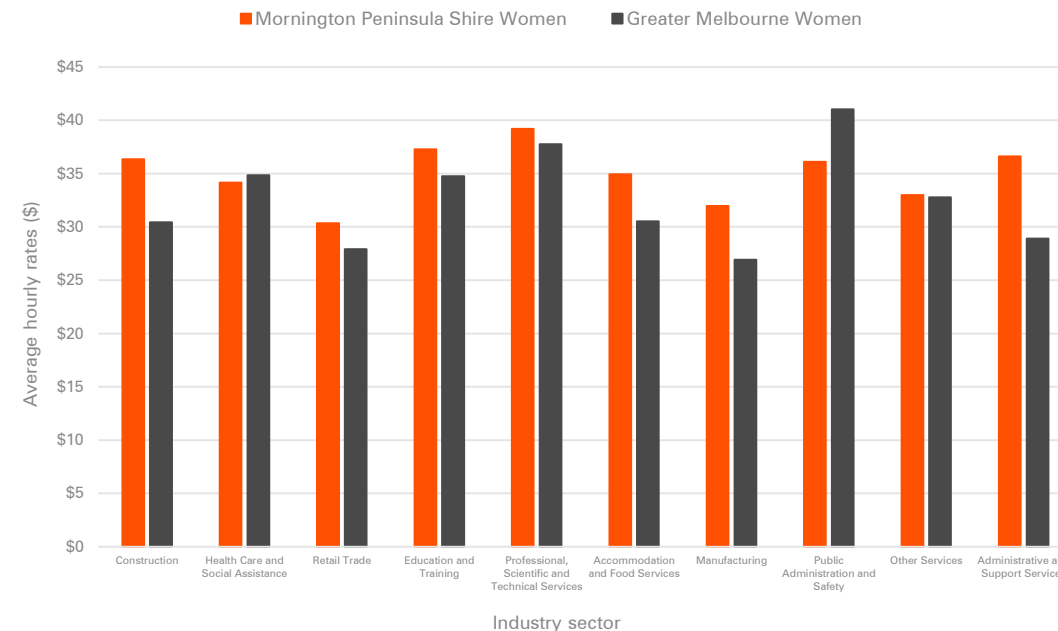
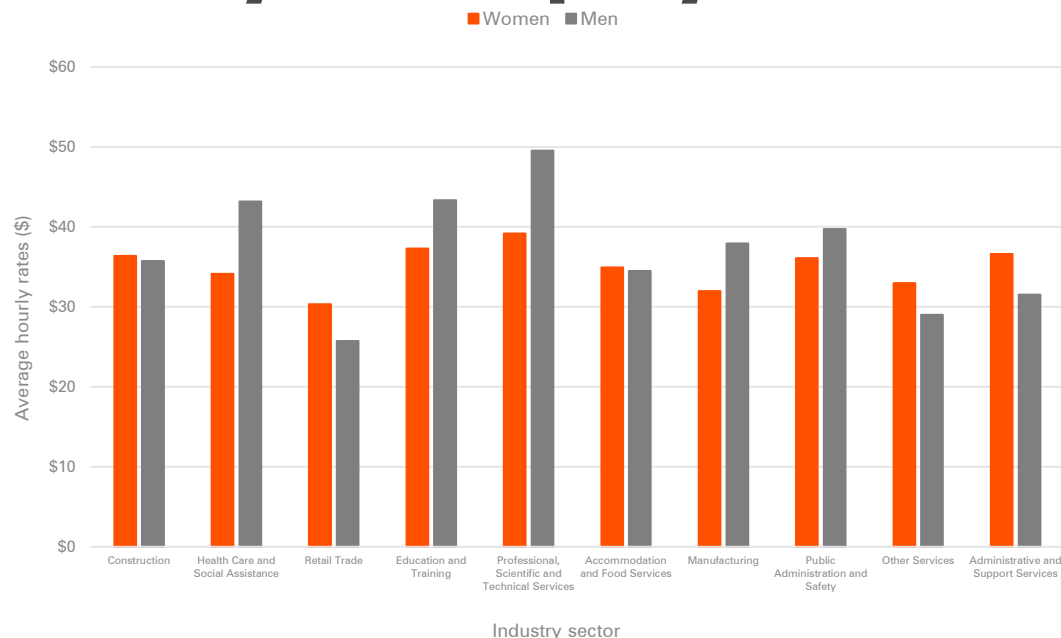


This data shows the distribution of employment hours for females and males in Mornington Peninsula Shire's employed population, specifically the number of hours of paid employment across all jobs in the week prior to Census day. Hours worked relates to the prevalence of particular types of jobs and particular industries. (Some industries, such as "Accommodation and Food Services" or "Retail Trade" are more likely to be part-time.) Australia-wide and in [Mornington Peninsula Shire](#) women are more likely than men to work part-time (less than 35 hours per week). Men are more likely to work full time and longer hours in paid employment.

In Mornington Peninsula Shire, employed women work an average of 28.2 hours per week compared to an average 40.1 hours per week for employed men. 60% of employed women (22,595) in Mornington Peninsula Shire work less than 35 hours per week compared to 29% of employed men (11,312). Only 7% of employed women work 49 hours or over, compared to 17% of employed men.

Compared to employed women across Greater Melbourne, employed women in Mornington Peninsula Shire are more likely to work fewer hours. The average of 28.2 hours per week for Mornington Peninsula Shire women is lower than that of employed women across Greater Melbourne, at 32.9 hours. These statistics should be assessed in conjunction with [industry sector of employment information](#) to understand possible drivers of difference in hours worked statistics.

Average hourly rates by gender vary depending on the industry of employment



Another way of exploring pay gaps is to assess income levels by industry and employ the average hourly rates analysis to show differences between employed women and men. The known simplification here is that the analysis does not assess occupations within industries, whereby women may have less senior positions/occupations than men or vice versa. This analysis focuses on top ten industries of employment in Mornington Peninsula Shire.

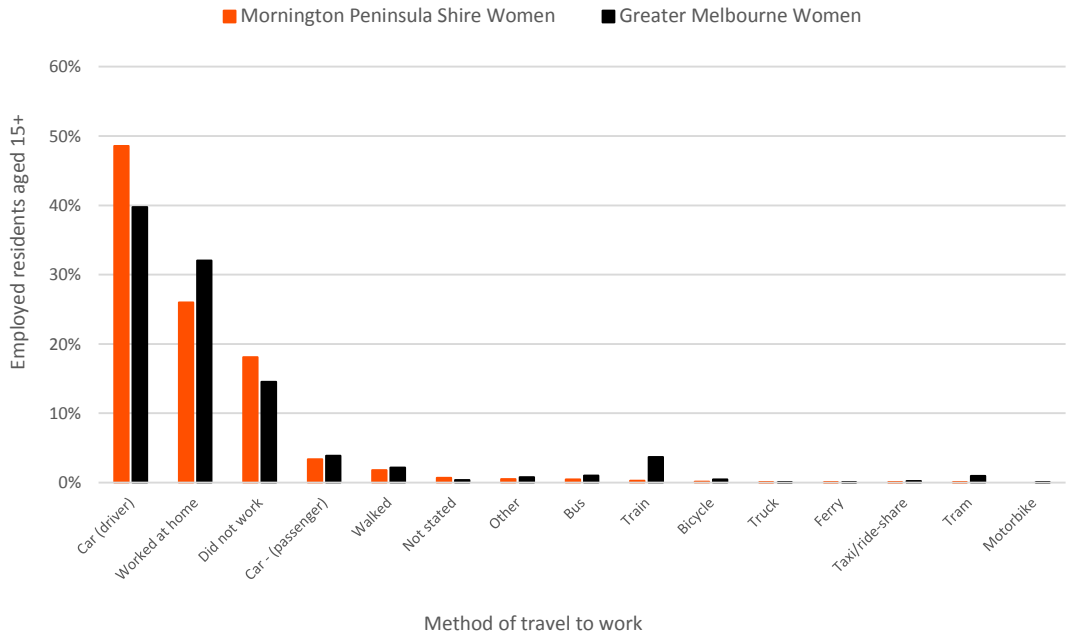
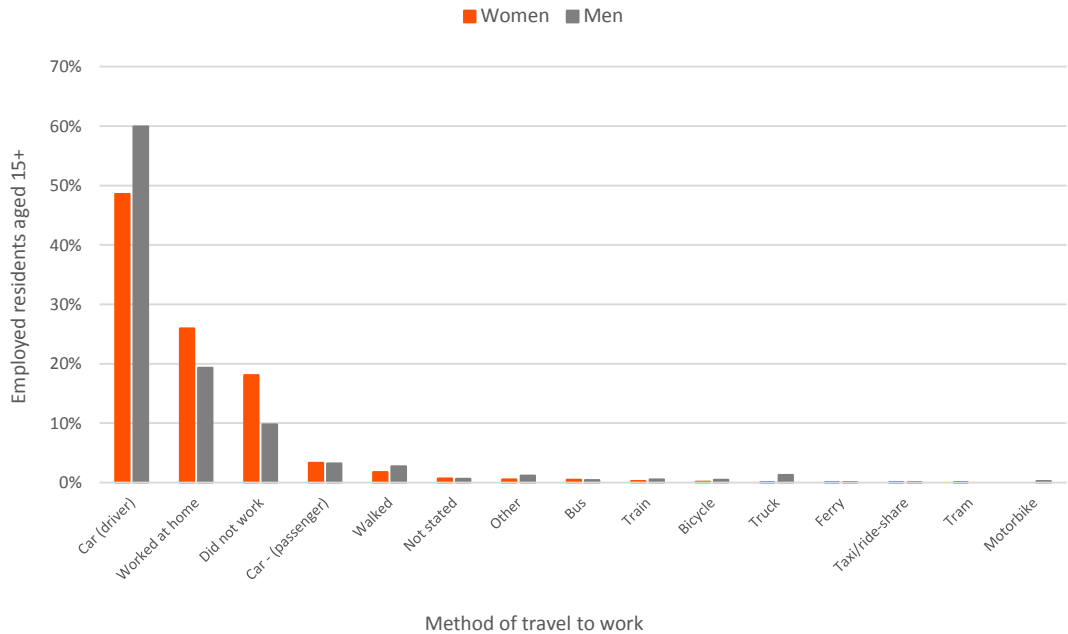
The average hourly rate in Mornington Peninsula Shire across all industries is \$32.26 for women and \$35.47 for men, a gap of 9%. Employed women have higher average hourly rates than men in the “Administrative and Support Services”, “Retail Trade” and “Other” industries. In Mornington Peninsula Shire, 20% of employed women work in these industries. Employed men have higher average hourly rates than women in five of the ten top industries, most significantly in the “Professional, Scientific and Technical Services”, “Health Care and Social Assistance”, “Education and Training” and “Manufacturing” industries. 48% of employed women in Mornington Peninsula work those four industries.

The average hourly rate for employed women across Greater Melbourne is \$32.83, 2% higher than that of employed females in Mornington Peninsula Shire. Employed Mornington Peninsula Shire women have significantly higher average hourly rates than Greater Melbourne women in all industries except for “Health Care and Social Assistance” and “Public Administration and Safety”.

Method of travel and distance to work



More women worked at home or did not work

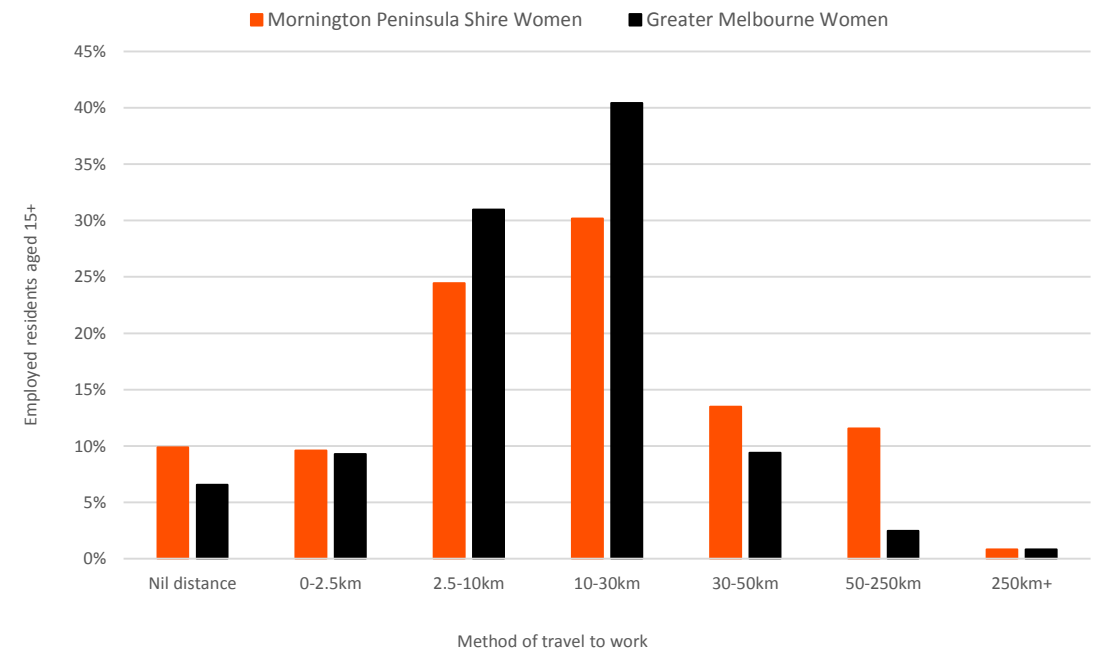
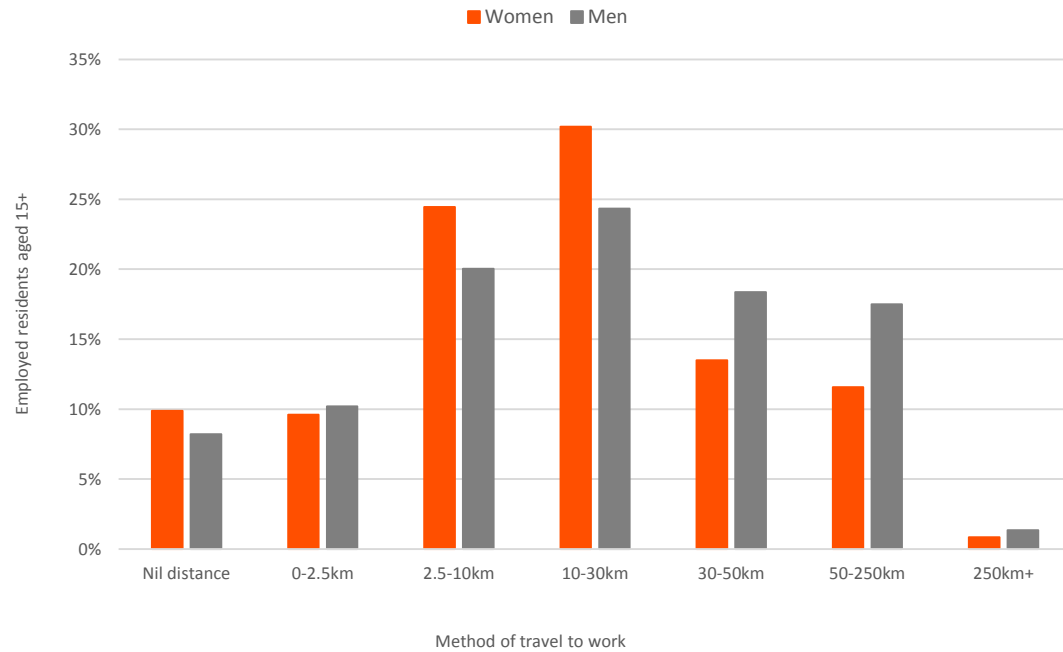


Commuting statistics reveal the main modes of transport by which residents get to work. There are several reasons why people use different modes of transport to get to work including the availability of affordable and effective public transport options, the number of motor vehicles available within a household, and the distance travelled to work. Viewing this information under a gender lens will be reflective of the kinds of industries women and men work in and locations of such jobs. Findings in this section allow decision makers to understand if women have different commuting patterns to men and if some modes of transport to work are vastly different between genders. If so, this can influence local government and planning policy around service provision, addition of infrastructure which makes use of a particular mode of transport safer (e.g., better streetlighting if more women than men walk to work).

In the Mornington Peninsula Shire, women and men have similar methods of travelling to work with different gender disaggregated results. For both women and men driving a car was the main method of travel to work but fewer women (49%) drive a car to work than men (60%). On the other hand, a larger proportion of women worked at home (26%), compared to men (19%) and more women did not work on Census day (18%) than men (10%).

Compared to women in Greater Melbourne, a higher proportion of Mornington Peninsula Shire women drove to work and did not work on Census day. Conversely, a lower proportion of Mornington Peninsula Shire women worked from home, walked, or used public transport, compared to women in Greater Melbourne as a whole.

Men travel further to reach work than women



Distance travelled to work is a reflection of the local labour force and employment characteristics of an area. Urban municipalities close to available jobs will have shorter commuting distances if most residents are employed in local industries. On the other hand, the role and function of suburban, outer growth area or some regional municipalities may be more of a residential area, where most residents commute further to reach their place of employment. Since the Covid-19 pandemic, commuting characteristics of many industries of employment have changed with a larger section of the labour force working remotely. However, many large, key industries, do not have the ability to operate remotely. In the gender equity context, understanding whether women travel further to reach their place of employment than men can mean higher costs of travel which can add to income pressure.

In Mornington Peninsula Shire, men travel further for work. The median distance travelled to work for women was 12.8km and for men – 18.1km. A slightly higher proportion of women than men travelled nil distance to work (which includes working from home). Almost 44% of women travelled less than 10km to work, compared to 38% of men. On the other hand, only 26% of women but 37% of men travelled more than 30km to work.

Women in Greater Melbourne travelled shorter distances for work, with an average of 10.9km compared to 12.2km for Mornington Peninsula Shire’s employed women. A lower proportion of Mornington Peninsula women travelled 0-10km to work or 10-30km, whereas a higher proportion travelled more than 30km to work, when compared to Greater Melbourne, which includes many different communities and municipalities within the Greater Capital City, both inner city/urban, inner/outer suburban and also fringe growth areas.

Areas of focus for Council



Areas of focus for Council

- ▣ Mornington Peninsula Shire has more older women than men. There are also many older women with a disability than men, more women with one or more long-term health conditions and with different types of long-term health conditions than men.

Do council “access and inclusion” or “health and wellbeing” plans consider the different needs and levels of care of health-oriented service provision required for Mornington Peninsula’s women and men?

- ▣ There are more women than men with higher education and a higher level of university attendance in Mornington Peninsula Shire, yet fewer women participating in the labour force or in full-time employment and more women are disengaged from education or employment, particularly in the 25-54 age groups. Furthermore, income and average hourly rate statistics for women are usually lower than for men in most industries of employment.

Does the council have an “inclusive local jobs strategy” or provide employment services and workforce planning that could impact these inequalities?

- ▣ Industries of employment and occupations are different for women and men in Mornington Peninsula Shire.

All plans and strategies regarding the local or regional economy and employment opportunities need to consider these differences in decision making processes.

- ▣ Women are more likely to provide unpaid care, unpaid childcare or to take on domestic work than men. This is reflected in lower labour force participation, especially in the 25–44-year age groups.

Can council influence this by providing/enhancing early education and care services to enable more women to re-join the workforce, if they choose to?

About .id

.id's team of population experts combine an in-depth knowledge of people and places with interactive web applications to help organisations decide where and when to locate their services to meet changing needs.

The .id team has an incredible curiosity and knowledge about how people organise themselves into communities and cities. We are driven by a strong desire to contribute to the development of a good society where everyone has access to housing, education, employment, social & political inclusion, culture, health, recreation and information.

Because of our passion for society, we are excited by the projects we engage in, and genuinely interested in the outcomes. This means we work very closely with our clients on scoping projects. We design projects that are pointy, practical and achievable. We draw meaning from data to provide insights that inject confidence into the decision-making process.



expertise Team of over 40 people with extensive knowledge of people and places, helping local governments tackle community and social issues.



understanding 20 years of development and service to local government. Today we work with over 250 councils providing over 650 online information resources and consulting services



evidence Online resources inform in depth analysis which connects demographic, economic, housing, and population forecasting information.



insight Transforming data into knowledge through robust analytical frameworks which focus on the right questions and inject confidence into your decision-making process

Disclaimer and copyright notice

Disclaimer

This Report is prepared only for use by the person/entity who commissioned the Report and may only be used for the purpose for which it was commissioned. .id accepts no liability in connection with the recipients use or reliance on the Report.

The content of much of this Report is based on ABS Data. ABS Data and the copyright in the ABS Data remains the property of the Australian Bureau of Statistics. The source ABS Data may be accessed from www.abs.gov.au and may be used under license on terms published on the ABS website. In relation to ABS Data .id accepts no liability with respect to the correctness, accuracy, currency, completeness, relevance or otherwise of the ABS Data.

Some content in this Report is based on Third Party Content, which .id interprets, transforms and/or reconfigures for the Report. In relation to the Third-Party Content, .id gives no warranty nor bears any liability whatsoever with respect to the correctness, accuracy, currency, completeness, relevancy or otherwise of the Third-Party Content.

Copyright Notice

This Report and all material contained within it is subject to Australian copyright law. Copyright in all such material [excluding ABS Data & other data or information where ownership by a third party is evident] is owned by .id Consulting Pty Ltd ACN 084 054 473. Other than in accordance with the Copyright Act 1968 or as specifically agreed between .id and the Client, no material from this Report may, in any form or by any means, be reproduced, stored in a retrieval system or transmitted, without prior written permission from .id. Any enquiries regarding the use of this Report should be directed to info@id.com.au or 03 9417 2205.

Copyright © 2022 .id Consulting Pty Ltd ACN 084 054 473 All rights reserved.