



Government of South Australia

Office for Women

INVESTING IN EQUALITY

A gender analysis of the
South Australian Budget

2024–25



Acknowledgement of Country

The Department of Human Services acknowledges Aboriginal peoples as the state's first peoples and nations and recognise them as the traditional owners, occupants and ongoing custodians of the lands and waters in South Australia. We further pay our respects to their Elders past and present and recognise the vital role they play in supporting their communities.

We further acknowledge and respect the leadership and profound commitment of Aboriginal women in improving the lives of their communities, and those of the broader South Australian community, through their tireless advocacy. Aboriginal women leaders play an important role in advancing the interests of girls and women through generously sharing wisdom and culture and through their continued advocacy over years, decades and lifetimes.

A message from the Minister for Women and the Prevention of Domestic, Family and Sexual Violence

The Hon Katrine Hildyard MP



The 2024–25 Budget sets a strong vision for the prosperity of all South Australians.

The Government of South Australia is committed to ensuring that women and girls actively benefit from the *2024–25 State Budget*. Investment priorities that matter for women and girls include housing, cost of living relief, jobs and skills, early childhood education and care, and health.

In 2023, South Australia released the *Women's Equality Blueprint (the Blueprint)*. Reflecting the Government of South Australia's commitment to advancing gender equality and the fact that an equal future benefits all, the Blueprint is focused on the South Australian Government's actions to empower women and girls to equally, safely and actively participate in every aspect of community life and our economy.

The Blueprint prioritises women's safety and security, recognising the right of women and children to live free from violence is a cross-government priority that aligns with SA's commitments under the *National Plan to End Violence against Women and Children 2022–32*.

The Royal Commission into Domestic, Family and Sexual Violence (DFSV) will also help ensure the government has a strong and contemporary evidence base to drive effective and lasting change in South Australia, informed by the voices of survivors and those in the sector working every day to support and empower women and children.

Women's equality is about more than safety and security—it is also crucial that we continue to work to advance women's opportunities for leadership and participation, their economic wellbeing, and support the health needs of women and girls.

This overview reflects the vision, principles and priorities of the *2024–25 State Budget* and demonstrates our strong aspiration for South Australia's women and girls to live in a fair and inclusive state where gender has no bearing on the opportunities available to you.

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Introduction

PURPOSE

Investing in Equality is an overview of the 2024–25 budget measures that will have lasting impact for women and girls.

It explains the key funding across *eight areas* of the Budget that connect to *the Blueprint's* four priority areas of safety and security, leadership and participation, economic wellbeing, and health.

VISION

South Australia is a fair and inclusive state in which women and girls can equally and actively participate in the economy and all aspects of community life.

1 Safety and security

2 Housing and homelessness

3 Cost of living

4 Early childhood services and support

5 Skills and training

6 Participation in business

7 Participation in sport

8 Health



1

Safety and Security

Why is this important for women and girls?

Women's safety is essential to achieving gender equality.

As well as being a cause and consequence of gender inequality, experience of violence, harassment and discrimination can have significant detrimental impact on women's wellbeing and can lead to financial and housing insecurity, with domestic and family violence the leading driver of homelessness for women.

Women experience DFSV at higher rates than men, and in South Australia women experience sexual violence at a higher-than-national rate.⁽¹⁾ There is urgent need for programs and initiatives that prevent violence against women, tackle perpetrator behaviour and ensure survivors have timely access to support.

Contributing 2024–25 budget measures

- » **\$3.3 million** in 2024–25 to ensure the continuation of a number of innovative domestic violence pilot programs, including holistic support to Aboriginal families, earlier and trauma-informed assistance for survivors, wellbeing and recovery services for survivors, as well as preventative education and behaviour programs for perpetrators.
- » Continued support for the DFSV Crisis Accommodation Program and Perpetrator Program.
- » In addition to the **\$3 million** allocated to conducting the Royal Commission, a further **\$1.5 million** over two years for a central response unit to address and coordinate information requests and across government effort associated with the Royal Commission.

Domestic and family violence



In SA, **40%** of homicides are domestic and family violence related.⁽²⁾

Impact for women and girls

In November 2023, four South Australian women were allegedly murdered by men known to them in the span of a week.⁽³⁾ **39%** of women aged over 15 in South Australia have experienced physical and/or sexual violence.⁽⁴⁾ A majority of Australians do not think violence against women occurs in all communities.⁽⁵⁾ Poor understanding and problematic attitudes regarding violence against women reflect a culture that allows violence to perpetuate. While South Australian community attitudes are improving, continued effort to shift attitudes and behaviours must be central to the solutions.

First Nations women report three times as many incidents of sexual violence than other women and are **34** times more likely to be hospitalised because of violence than other women.⁽⁶⁾

One in three women from migrant and refugee backgrounds have experienced some form of domestic and family violence.⁽⁶⁾ It is vital that critical DFSV services continue to provide women with culturally safe support.

Action on and support for efforts relating to the Royal Commission will help to deliver better safety and security outcomes for women and girls across the domains of prevention, early intervention, response, and recovery and healing and help determine how these efforts can be better integrated and coordinated.

Physical or sexual violence



(279,300) of SA women over the age of 15 have experienced physical and/or sexual violence.⁽⁷⁾



Housing and Homelessness

Why is this important for women and girls?

Housing insecurity is experienced by a disproportionate number of women (particularly women with children). This is due in part to the gender pay gap which contributes to women being:

- » less likely to be able to afford housing costs to rent appropriate housing for their families
- » less likely to be able to save for a deposit on a home, and less likely to own a home in retirement.⁽⁸⁾

Domestic and family violence is the leading driver of homelessness for women, with more than **38%** of women who accessed homelessness services in 2022–23 experiencing DFSV.⁽⁹⁾ Additionally, older women are the fastest growing group of people who are homeless or at risk of homelessness, increasing by **31%** between 2011 and 2016.⁽¹⁰⁾

Contributing 2024–25 budget measures

- » **\$576 million** from 2023–24 to 2034–35 to redevelop SA Housing Trust land at Seaton estimated to deliver **1,315** dwellings, including **388** social and **197** affordable homes, and to redevelop government owned land at Noarlunga Downs estimated to deliver **626** dwellings including **80** social and **90** affordable homes.
- » **\$135.8 million** over five years to build and upgrade around **442** social housing dwellings by 30 June 2028 funded from the Commonwealth Government's Social Housing Accelerator Payment.
- » **\$65.9 million** in 2025–26 to assist SA Housing Trust to meet public housing build commitments announced as part of A Better Housing Future.
- » **Continued support for:**
 - National Homelessness Agreement support for women facing homelessness because of DFSV.
 - DFSV Crisis Accommodation Program.
- » **\$30 million** additional first homeowner relief including **\$14 million** over four years to remove the property value stamp duty thresholds for eligible first home buyers.

Impact for women and girls

Building more social and affordable homes will contribute to increased housing outcomes for women. Specific support for women facing homelessness because of DFSV will further target support where it is needed most.

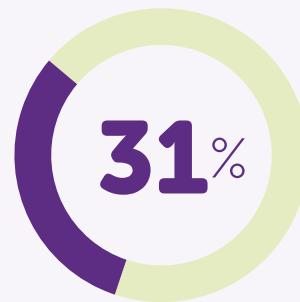
Providing relief to first homeowners will support women's economic wellbeing by reducing the financial burden faced by women due to the gender pay gap.

Accessed homelessness services



Of the **273,600** clients who accessed homelessness services in 2022–23, **38% (104,000)** were people experiencing DFSV.⁽¹¹⁾

Increased risk of homelessness



Older women are the fastest growing group of people who are homeless or at risk of homelessness, increasing **31%** between 2011 and 2016.⁽¹²⁾



Cost of Living

Why is this important for women and girls?

Addressing the cost of living is **critical** to women's economic security and wellbeing.

In Australia, women earn **12%** less than men,⁽¹³⁾ and make up more than **80%** of single parent families, which are at higher risk of income disadvantage.⁽¹⁴⁾

This means that women are more likely to experience the financial pressures of increases to the cost of essential goods

and services including utilities, childcare and food. This makes it difficult for women to save money, which has a compounding effect on their future economic security with a woman currently retiring with **\$62,000** less superannuation than a man on average.⁽¹⁵⁾

Contributing 2024–25 budget measures

- » **\$24 million** in 2024-25 to deliver a **\$200** reduction to government school parents, caregivers and independent students for the materials and services charge for the 2025 school year. This initiative expands and extends this support for a further year and will support up to **120,000** school children.
- » **\$51.5 million** in 2023–24 to provide a once-off additional Cost of Living Concession (COLC) payment of **\$243.90** to all recipients who received the COLC payment in 2023–24. Paid in June 2024, it provides immediate and targeted support to more than **210,000** households at the onset of winter when energy bills are likely to increase.
- » **\$36.6 million** over four years to double the COLC from 2024–25 from **\$127.80** to **\$255.60** for tenants and Commonwealth Seniors Card holders by aligning to that of homeowners, supporting around **73,000** people.
- » **\$10.6 million** over four years to extend public transport concessions to all Health Care Card holders, benefitting around **15,000** people. This will save up to **\$2.25** per trip when using a MetroCard.

Impact for women and girls

Targeted, increased support for cost of living concessions, including those for school parents, caregivers and independent students will reduce the impact of income inequality on women.

Single parent families



Women make up more than **80%** of single parent families, which are at higher risk of income disadvantage.⁽¹⁶⁾

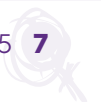
Preparedness for retirement



of women have no money prepared for retirement.⁽¹⁷⁾



women have no superannuation including **60%** of women aged 65 to 69.3.⁽¹⁸⁾



4

Early Childhood Services and Support

Why is this important for women and girls?

A lack of access to quality early childhood care is a barrier to women's economic participation. Women continue to spend more time than men on unpaid care work, which limits participation in the paid labour force and has cumulative impacts on lifelong economic security. Access to long daycare and the costs of long daycare before children reach preschool age can have a disproportionate impact on women.

Historically, working with children has been an undervalued vocation. It is a largely female dominated workforce. Median pay rates for this work are below the economy-wide average, contributing to the gender pay gap.

Contributing 2024–25 budget measures

- » **\$339.7 million** over five years for universal 3-year-old preschool in Government and non-Government settings, including long day care settings.
- » **\$96.6 million** over four years, including a **\$56 million** early childhood workforce development fund and support for quality teaching and learning in readiness for universal preschool delivery.

Day care services



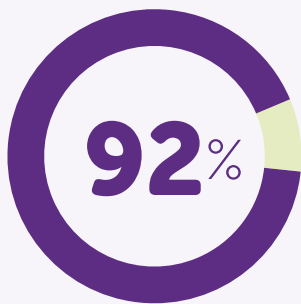
>**60%** of 3-year-olds in SA already attend long day care services.⁽¹⁹⁾

Impact for women and girls

Women who participate in the unpaid care of children in Australia spend 1 hour 15 minutes more than men each day on this unpaid work.⁽²⁰⁾ Introducing universal preschool for 3-year-olds in a range of settings, and trialling Kindy Care to provide care options outside regular government preschool hours, will support women's economic participation by alleviating the unpaid care burden and better matching care hours to standard working hours.

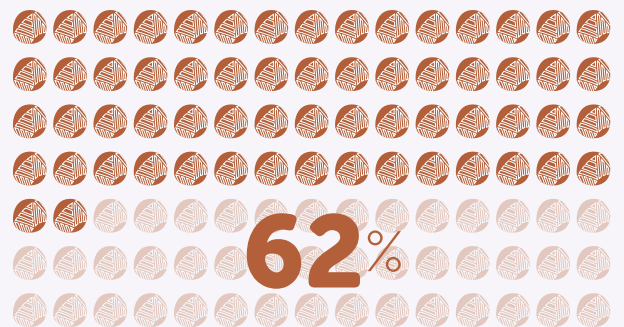
The **\$56 million** investment in the early childhood workforce development increases the recognition and value of childcare workers in Australia, **92%** of whom are women.⁽²¹⁾ It endeavours to attract and retain a highly skilled workforce and will contribute to shifting attitudes that devalue feminised work.

Care and support workers



of care and support workers are women.⁽²¹⁾

First Nations unpaid care activities



First Nations women undertake unpaid care activities which account for more than **62%** of their time on a usual week day.⁽²²⁾



Skills and Training

Why is this important for women and girls?

Providing equal opportunities for workforce participation and economic security is crucial to meet our state's significant economic opportunities. Over their life course, women will earn less, be:

- » less likely to be in leadership roles, and
- » accumulate less superannuation and savings than men.

This cumulative loss of economic security means that women will be more likely to live in poverty in old age.

Initiatives aimed at supporting women to gain additional skills and encouraging businesses and organisations to adopt policies aimed at increasing gender equality have the potential to increase women's workforce participation and improve their lifelong economic wellbeing. These initiatives will also ensure our state's economic aspirations are realised.

Contributing 2024–25 budget measures

- » **\$275.6 million** to increase the number of training places by around **35%** to over **160,000**, prioritising future skills needs of the state in areas including defence, health, building and construction, early childhood education, clean energy transition and information and communication technology. This includes a **20%** increase in TAFE SA places in regional SA.
- » **\$56.2 million** to support students and increase training completion rates, including additional funding for financial and other wellbeing supports, such as help to find

secure housing and manage financial stress, access to career and course information, and foundational skills programs.

- » Continuing support for a range of initiatives to support women in skills and training, including the *Driving Women's Participation in South Australian Industries Forum*, *Defence Industry Connection Program*, *Skills Shortage Solutions*, and *Software Engineering Degree Apprenticeships*.

Impact for women and girls

In South Australia, fewer women are employed than men, and women are more likely to be underemployed (wanting more work).⁽²³⁾ Funding initiatives that boost opportunities for women to obtain skills and training in future industries of demand will contribute to ensuring that South Australian women and girls can build financially stable futures and are empowered to equally participate in all aspects of the community.

In SA, women full-time workers are earning

9.2%
less than men.⁽²⁵⁾

Gender composition in the workforce

17%

STEM enrollments

15%

STEM workforce

35%

Clean energy sector

26%

Construction industry

(24)

women

men

Participation in Business

Why is this important for women and girls?

Women continue to experience lower levels of economic security over the course of their life compared to men

due to a range of factors including the gender pay gap, time out of the workforce to undertake caring responsibilities, and occupational segregation. They are also less likely to be in leadership positions, with women representing just **22%** of CEOs, **30%** of heads of business, and **19%** of Board Chairs (for private sector employers over 100 employees).⁽²⁶⁾ In the ASX **300**: CEOs **8.7%**,⁽²⁷⁾ Board **36.9%** and Board Chairs **11.3%**⁽²⁸⁾

Supporting women in business, particularly as entrepreneurs and innovators, contributes to us building a society where women have equal opportunity. It also contributes to women's leadership opportunities, helping to increase women's representation in leadership.

Contributing 2024–25 budget measures

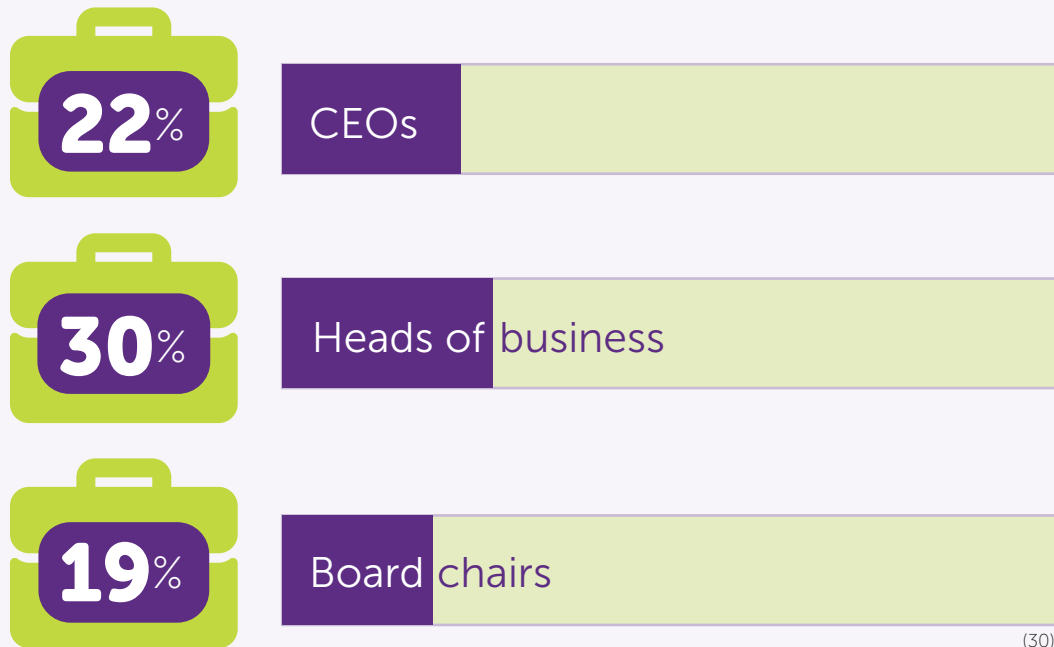
- » **\$380,000** over two years to extend and expand to all age groups the SAYES program, a business mentoring and learning program designed to help SA entrepreneurs establish a business or further develop and grow their existing business.
- » **Continued support for:**
 - **Women in Business programs**— supporting entrepreneurial minded women business owners to expand their leadership and business skills.
 - **Fearless Innovator Grants**— assisting women to access capital to grow their business into a national and global enterprise.
 - **Women in Innovation (WINN)**— a not-for-profit initiative to assist more SA women with a startup.

Impact for women and girls

62% of median employer gender pay gaps in Australia are more than **5%** (for private sector employers with more than 100 employees).⁽²⁹⁾

Funding to support women across a range of innovation and entrepreneurship programs will help to improve women's equal access to economic security and participation in leadership roles that empower them to contribute to public life.

Women's representation in leadership



7

Participation in Sport

Why is this important for women and girls?

Women and girls' participation in sport is crucial for all facets of their wellbeing and contributes to positive economic and health outcomes. There are multiple barriers to women and girls getting involved in sport including the cost and time to participate, fear or experience of harassment and judgement, the absence of visible role models⁽³¹⁾ and a lack of programs and facilities.

These barriers have historically disincentivised women to participate in sport as a player, volunteer, or leader.

Women aged 15 years and over participate in sports-related activities at least once per week at substantially lower rates than men.⁽³²⁾ Women are also underrepresented in sports leadership, representing **14%** of Sports and Recreation CEOs and **33%** of Heads of Business (for private sector employers over 100 employees).⁽³³⁾

Contributing 2024–25 budget measures

- » **\$83.1 million** over four years to redevelop the Netball SA stadium at Mile End, increasing the number of indoor courts allowing greater capacity for indoor netball and other indoor sports, upgrading the **26** existing outdoor courts, and improving supporting infrastructure.
- » **\$54.6 million** over four years to expand the sports vouchers program from 1 January 2025 and address the cost of children participating in sport and recreation activities, supporting the participation of around **100,000** children.
- » Continuing the **\$18 million** Power of Her Funding Program providing funding for facilities, equipment and programs to grow girls' and women's participation.
- » **\$200,000** in 2024–25 for education and community engagement and to plan, implement and deliver strategies to help increase and diversify participation in recreational fishing activities including RecFish SA's 'Reel Women' fishing diversity program.

Impact for women and girls

Increasing the capacity of the Netball SA stadium—for both netball and other sports—will provide increased opportunity for women and girls to participate in sport and experience its wellbeing benefits. Financial support for sports participation through the doubling of sports vouchers will enable girls to play sport in higher numbers.

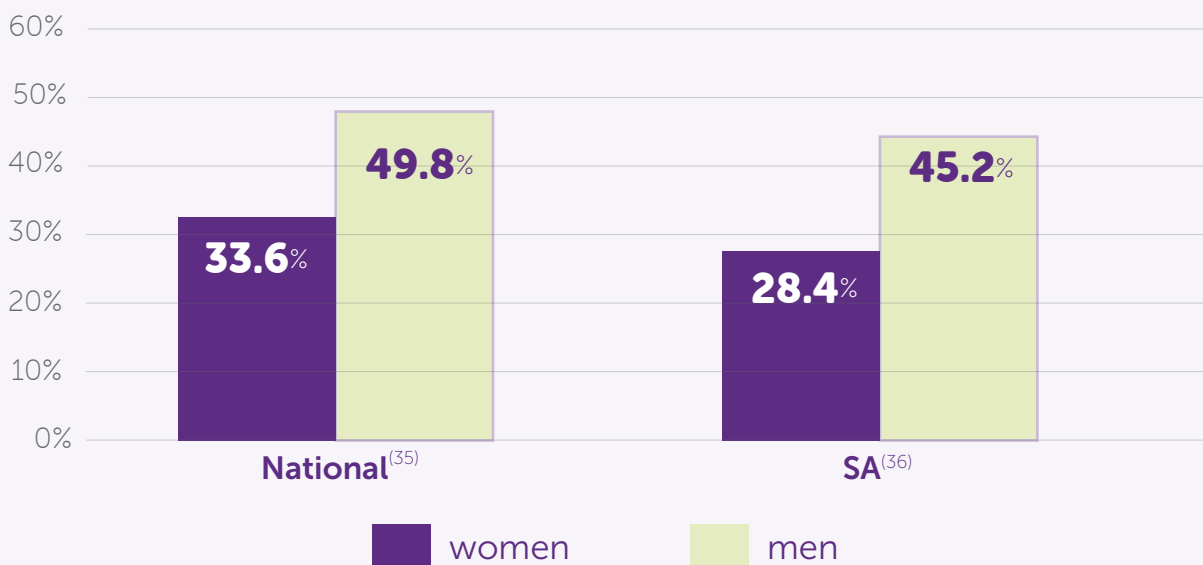
Continued funding for women’s sport facilities, and for diversifying sports that have been traditionally gender segregated will further enable women to participate equally.

Women CEOs



Sports and Recreation CEOs are women.⁽³⁴⁾

Sport participation over 15 years



Health

Why is this important for women and girls?

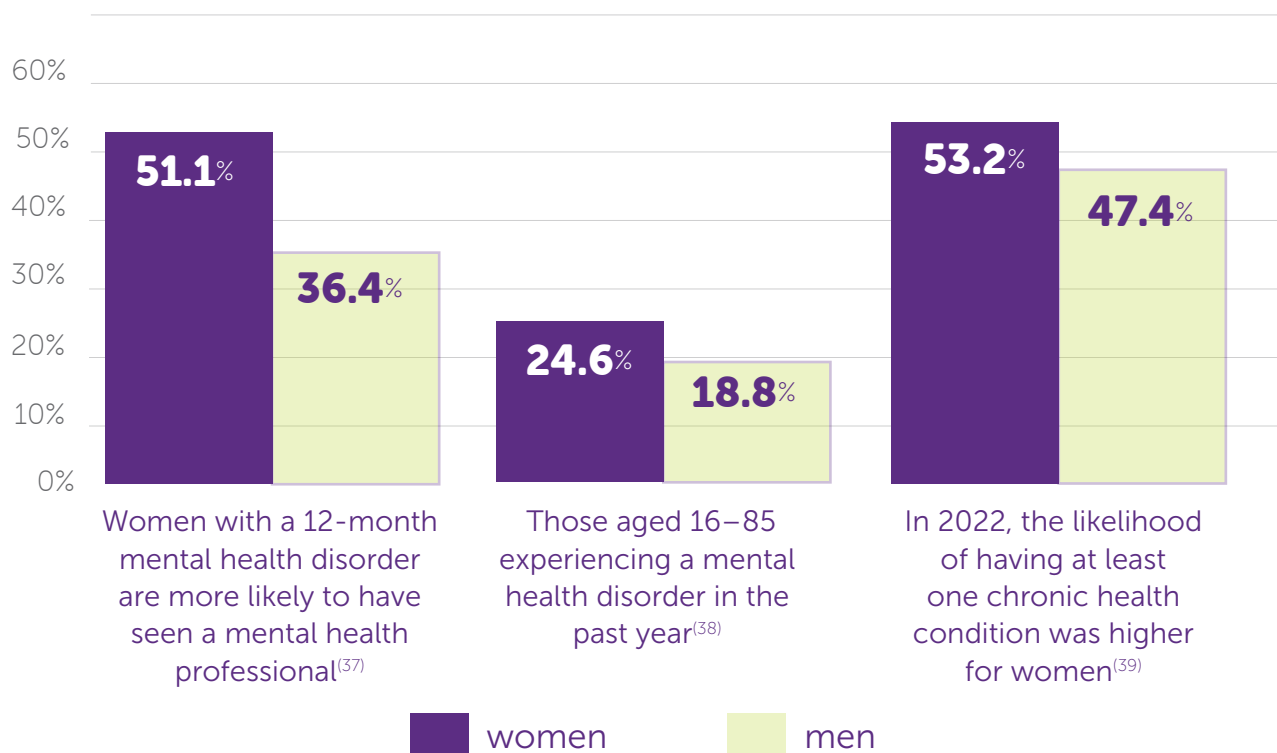
Health is influenced by a range of **social determinants** such as where a person is born, lives, works, and their access to services.

Achieving gender equality involves providing men and women with universal access to health services and the necessary supports to maintain a healthy life.

For women, this includes being able to access support for health issues they may encounter over their lifetime including reproductive health, menopause and menstruation.

Women are more likely than men to have at least one chronic health condition, are at greater risk than men of developing mental illness and are more likely to seek professional support for their mental health.

Mental health disorders and chronic conditions



Contributing 2024–25 budget measures

- » **\$5 million** over four years to support youth mental health services, including an expansion of child and adolescent virtual urgent care services, mental health workshops, and to support carers and families of those with eating disorders.
- » Delivering on the **\$3.2 billion** (including **\$1.7 billion** up to 2027–28) for the new Women’s and Children’s Hospital, including continuing support for the SA Health Women’s Health Service.

Impact for women and girls

Support for youth mental health services will increase access for girls to quality care to prevent and support girls experiencing mental illness.

The new Women’s and Children’s Hospital will enable high quality care for women’s reproductive health and ensure girls in South Australia have access to a world-class medical facility.

Women’s Health Services are vital to meeting the specific needs of women, providing health checks, counselling, support groups, and information, as well as specific services for First Nations women, migrant and newly arrived women, and women who have experienced violence and abuse.



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