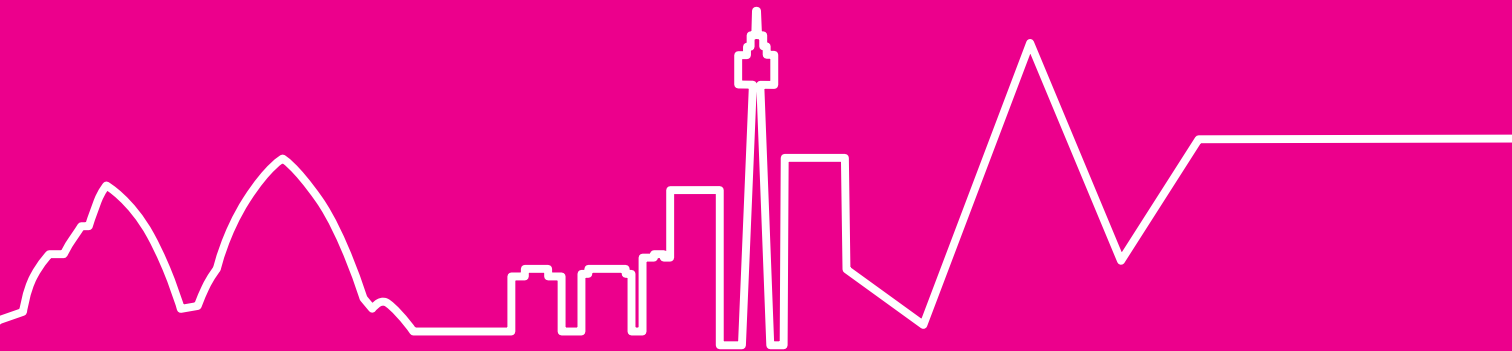




PORTRAIT III RESEARCH Hopes, Dreams & Fears Of Sydney Women



What is it to be equal?

It is meaningful work and fair wages. It is safety when you walk in the street no matter where you are. It is lack of discrimination of any kind. It is a strong voice and the ability to influence change in your own life, for your family and where you live.

Equity is the sense of belonging and safety you have when friends, and neighbours and employers see and treat you as an equal. It's knowing you are in a good place, where there is the opportunity to be the best you can be.

The struggle for women's equity continues across the globe in many communities, in so many aspects of their lives. Compared to many places we think we're doing pretty well in Sydney, Australia's global city – but our research tells us we have work to do to build equity for every Sydney woman and girl.

Sydney Women's Fund's latest Portrait III Research project set out to take the pulse of Sydney women. It gives a challenging picture of a divided city where equity and independence are not the experience of every woman.

The research reflects the grim realities of the lives of Sydney women – worried about their financial futures, under housing stress, experiencing discrimination at high levels, alienated from decision making processes, concerned and powerless to influence the wellbeing of their communities.

By building equity, life will not be so hard for Sydney women and girls.

Sydney Women's Fund's priority is to make Sydney a vibrant, safe and prosperous place to live for all women and girls.

Why take the pulse of Sydney women?

Sydney Women's Fund aims for every woman to have access to education, work, independence and belonging. As leaders, mobilisers and agents of social change the Sydney Women's Fund Advisory Council hatched the plan to take the pulse of Sydney Women, capturing their hopes, fears and dreams in 2018.

In the year of #metoo, women globally have been calling for equity in every aspect of their lives. SWF's *Portrait III Research*, co-designed by the Women's Fund and led by Australian Social researcher Rebecca Huntley with Essential Research, gives a powerful and concerning picture of the financial vulnerability of far too many Sydney women. 82% of women told us they are finding it harder to live in Sydney than 10 years ago.

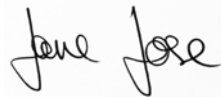
Underlying the struggle and divide between Sydney women is a lack of equity, with women fulfilling the role of carer, often at the cost of work and financial security, despite their education and desire to work.

The United Nation's Sustainable Development Goals (SDGs), a universal framework and call to action to end poverty, tackle inequalities and create more thriving and sustainable communities, have been adopted as the framework for Sydney Women's Fund's new evidence-based programs arising from the *Portrait III* findings.

This report highlights the strengths and challenges of Sydney women with the goal of creating community action. It is a call to action for policy change, investment, programs and advocacy to address these inequalities. Sydney Women's Fund will respond through programs and advocacy to offer Sydney women most in need, the opportunity to build a secure, safe and comfortable life.

Ask yourself what can you do...through your work or personally?

We're aiming to raise a dollar for every woman and girl. By funding the programs needed, we'll enable our most vulnerable women to be supported with pathways to work and belonging, and to share equitably in all Sydney offers.



Jane Jose, CEO
Sydney Community Foundation
Sydney Women's Fund
Be Kind Sydney



Georgina Byron, Chair
Sydney Women's Fund Advisory Council
CEO, The Snow Foundation

Acknowledgement of Country

Geography Greater Sydney

We acknowledge the Traditional Owners of the land, in particular the women who have helped shape Sydney. We pay our respects to Elders past and present.

For this report we define Greater Sydney as all of the Sydney Metropolitan Area, comprising diverse communities that ring Global Sydney. It extends from Campbelltown in the south to the Northern Suburbs, Gosford and the Central Coast in the north and to Penrith in the west. East to west it extends from the coast to the Blue Mountains and north to south from the Hawkesbury River to the Illawarra Escarpment.

A Note About the Data

Research Methodology

Thorough desktop research, *Women of Sydney, Literature Review* of current data about women in Greater Sydney was followed by an online survey to capture data gaps. The survey was hosted by ORU. The survey was in the field in June 2018. The survey fieldwork was conducted by ORU. Data tables were prepared by Essential Research. The target population for this research was the women of Sydney. The survey was completed by n=1043 respondents. The effective sample size after weighting is n=1000. This data was weighted to ABS for women in Sydney.

The survey was designed by Essential Research (Kate Whelan and Rebecca Huntley) in conjunction with the Sydney Community Foundation's Sydney Women's Fund. The analysis of this data was conducted by Kate Whelan. Other staff who worked on this project included Chris Strods.

SPSS and Excel were used to analyse the results. Open-ended questions were analysed manually.

Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) are a universal framework and plan to achieve a better and more sustainable future for all. The SDGs will be used to frame program responses to the research findings.

Global collaboration and local actions aim to achieve each goal by 2030 in a pledge to ensure **no one is left behind.**



Sydney Community Foundation and Sydney Women's Fund support the United Nation's Sustainable Development Goals.

Scorecard for Sydney Women

Finance



What we can celebrate
(85%) of women are making significant contributions to the households they live in, both in terms of household income and decision making.

What we need to improve
Women are low income earners and unprepared for retirement.

Housing & Commute



What we can celebrate
(75%) of women like where they live.

What we need to improve
More affordable housing is needed for women at all stages of life. Over a third of Sydney women are in housing stress. Numbers are higher in inner and western Sydney.



Jobs closer to where women live to reduce the commute. 1 in 5 women spend more than an hour getting to work.

Retirement



What we can celebrate
We've collected important data about women up to age 75 - these women are often not counted!

What we need to improve
Financial security for women's retirement.



Almost half of the women surveyed say they probably or definitely won't have enough \$\$\$ for retirement. Women fear maintaining work and income into their 70's.

Obstacles in life



What we can celebrate
(66%) of women feel optimistic about the future.

What we need to improve
Discrimination is high. Two thirds of us who have been discriminated against have experienced the negative effects on our mental health, career and income.

(61%) of women say significant obstacles still make it harder for women to get ahead than men.

Work



What we can celebrate
Almost a third of women surveyed would like to be engaged in more paid work. (40%) of women who indicated that they are struggling or just getting by also indicated that they wanted to work more.

What we need to improve
Flexibility for working women, jobs closer to home, less discrimination in the workplace.

45% of women surveyed are NOT happy with their work life.

Care Responsibilities



What we can celebrate
Women are amazing, 40% care for someone, a child, a spouse, a partner, or another family member.

What we need to improve
Balancing career opportunity and caring roles for women. Affordable and more flexible childcare.

(10%) of women have resigned from their job due to care responsibilities and (5%) have turned down a promotion.

Health and Wellbeing



What we can celebrate
(58%) feel more financially stable than they did 10yrs ago, and (51%) are living the life they wanted to 10 years ago.

What we need to improve
Equal pay and equal say for women.

Most women, (56%) feel the needs of others are placed ahead of their own and (46%) feel that they don't have enough time to pursue the things that interest them personally.

Women overwhelmingly feel powerless to change things that are beyond their household and family.

IF SYDNEY WERE 100 WOMEN

30% ARE AGED OVER 55

50% ARE MARRIED

60% HAVE CHILDREN

44% WERE BORN OUT OF AUSTRALIA

38% SPEAK A LANGUAGE OTHER
THAN ENGLISH AT HOME

31% HAVE A DEGREE

8% ARE AT UNIVERSITY

54% ARE IN PAID WORK

30% WORK FULL-TIME

15% EARN OVER \$100K

48% EARN LESS THAN \$34K

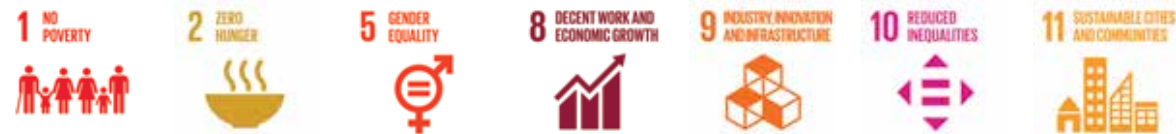
Be



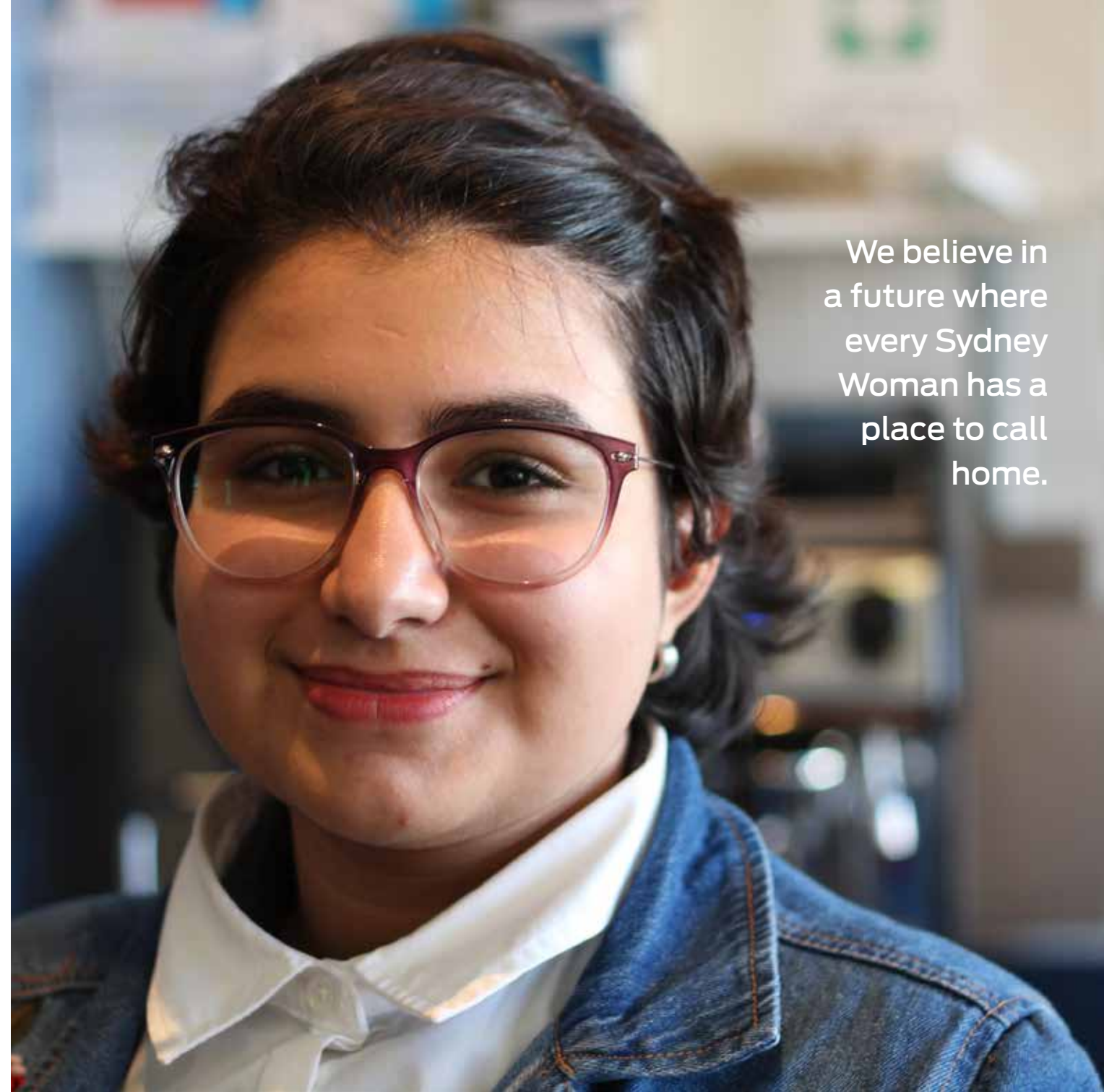
Independent

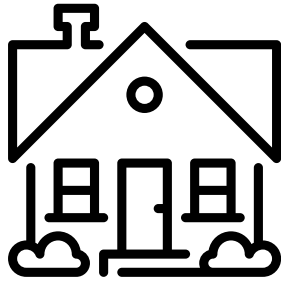
Far **too many** Sydney women **82%** find it harder to live a comfortable life in Sydney than they did **10 years ago.**

We believe in a future where every Sydney Woman has a place to call home.



SWF's 'Be Independent' priority cause area working towards the above United Nation's Sustainable Development Goals.





82% FIND IT HARDER TO LIVE A COMFORTABLE LIFE IN SYDNEY THAN 10 YEARS AGO

With rising property prices, rents, static wages and an increasing cost of living in Sydney.

Sydney women are feeling living in Sydney is becoming harder and harder.

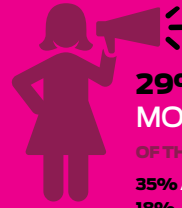
Women's safety and wellbeing is threatened when they are not able to be financially independent.



54% OF WOMEN (18-75) ARE IN PAID WORK



48% OF SYDNEY WOMEN EARN LESS THAN \$34,000 p.a.



29% WANT MORE WORK
OF THESE WOMEN
35% ARE UNDER 35
18% ARE MOTHERS WHO WANT A LOT MORE WORK



30% WORK FULL-TIME



ONLY 15% EARN OVER \$100,000 p.a.



49% OF WOMEN ARE FACING HOUSING STRESS

OF SYDNEY'S 3 MILLION WOMEN



49% SAY THEY ARE STRUGGLING OR JUST GETTING ALONG

(59% OF THESE WOMEN LIVE IN WESTERN SYDNEY)

A DIVIDED CITY

51% SAY THEY ARE COMFORTABLE



32% SAY THAT IF THEIR RELATIONSHIP BROKE DOWN THEY WOULD BE AT RISK FINANCIALLY



ONLY 11% SAY THEY'LL DEFINITELY HAVE ENOUGH FUNDS FOR COMFORTABLE RETIREMENT

OF THESE WOMEN
63% ARE ALSO STRUGGLING
53% ARE IN WESTERN SYDNEY
45% ARE SINGLE

We believe in a Sydney community where women are able to access employment, opportunities, and equal pay. Where women have access to increased super income, including super payments on maternity leave.

Be



Equal



61% of women say
**significant obstacles still
make it harder** for women
to get ahead than men.



SWF's 'Be Equal' priority cause area working towards the above United Nation's Sustainable Development Goals.



“My biggest fear is having to work into my 70’s and struggling to find real long-term work beyond contract or casual positions”



56% ARE CONCERNED ABOUT THEIR PERSONAL SAFETY

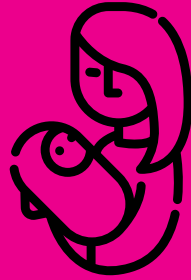
In the year of #metoo more than half of Sydney women expressed concern about their personal safety.

Unacceptable levels of violence and discrimination against women continue to affect women's opportunities, health and wealth.

Gender biases exist that continue to pigeonhole women as carers in our communities and in the workplace. In order to care, many women are missing out on fulfilling their dreams.

SYDNEY WOMEN ARE CARERS

40% OF WOMEN HAVE PUT CARING AHEAD OF WORK & ARE CARERS ON A REGULAR BASIS



IN ORDER TO CARE WOMEN HAVE

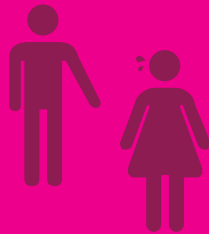
- 23%** REDUCED WORK HOURS
- 18%** TAKEN SIGNIFICANT TIME OFF
- 10%** RESIGNED
- 5%** TURNED DOWN A PROMOTION



43% OF WOMEN OFTEN FEEL OVERWHELMED BY THEIR RESPONSIBILITIES (WORK, FAMILY, AND SOCIAL COMMITMENTS)



56% OF WOMEN FEEL THAT THE NEEDS OF OTHERS ARE PLACED ABOVE THEIR OWN



44% HAVE EXPERIENCED DISCRIMINATION IN THE PAST 12 MONTHS

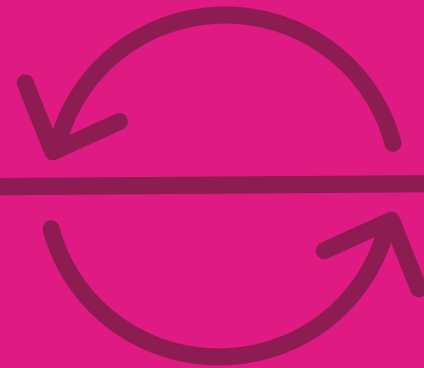
- 15%** RACISM
- 24%** SEXISM
- 17%** AGEISM
- 8%** RELIGIOUS INTOLERANCE
- 4%** HOMOPHOBIA

THIS DISCRIMINATION HAS HAD A NEGATIVE EFFECT ON...

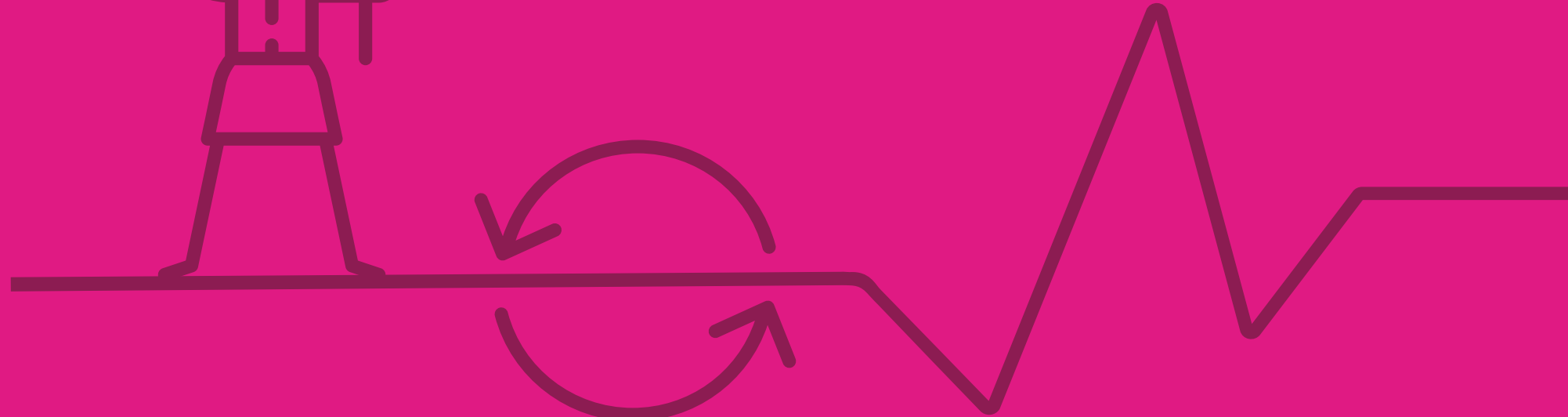
- 32%** MENTAL HEALTH
- 31%** CAREER
- 20%** INCOME
- 17%** PERSONAL RELATIONSHIPS
- 11%** PHYSICAL HEALTH

We believe in a Sydney community where women and girls can thrive and feel equally valued and safe. Where gender, age, race, ethnicity, sexual orientation, and social-economic status don't determine our fate.

Be a



Changemaker

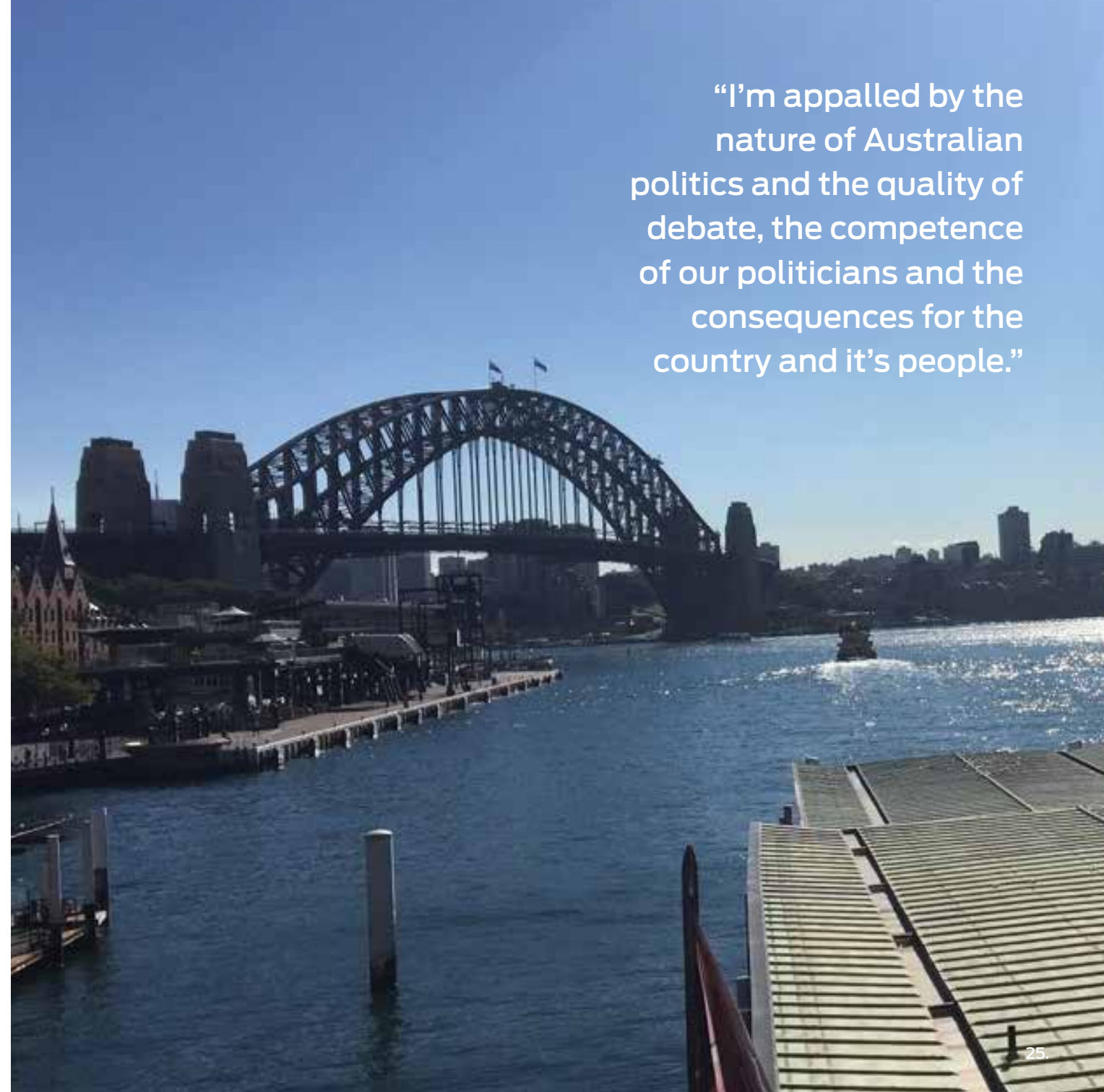


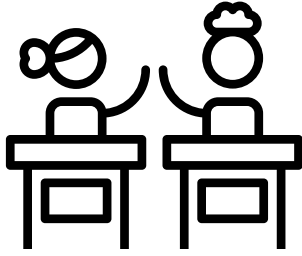
Sydney women feel powerless when it comes to decision making and bringing about change beyond their households.



SWF's 'Be a Changemaker' priority cause area working towards the above United Nation's Sustainable Development Goals.

“I’m appalled by the nature of Australian politics and the quality of debate, the competence of our politicians and the consequences for the country and it’s people.”





SYDNEY WOMEN FEEL ALIENATED FROM THE POLITICAL DECISION MAKING PROCESS SHAPING SYDNEY

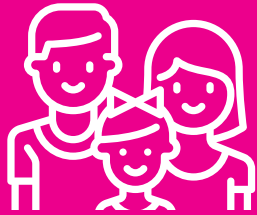
Women are natural custodians of community and changemakers who create place and safety. Women invest 90% of their income to support family and grow community, in contrast to 30-40% by men.*

85% of Sydney women are contributing to and managing the household budget, but **women need more leadership opportunities in workplaces and politics to better influence the spend of the public purse for the health and wellbeing of all Sydneysiders.**

*Borges Phil. 2007. *Women Empowered: Inspiring Change in the Emerging World.* New York.



WOMEN FEEL POWERLESS TO INFLUENCE
55% COMMUNITY CULTURE
61% LOCAL IMPROVEMENTS
55% THE ENVIRONMENT
79% LOCAL, STATE, & FEDERAL POLITICS

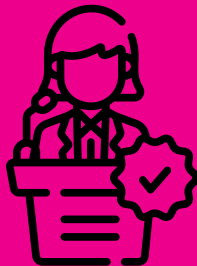


71% ARE CONCERNED ABOUT THEIR FAMILY'S HEALTH & WELLBEING



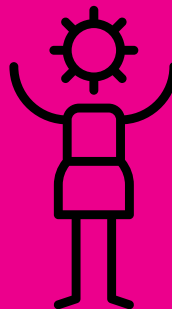
21% OF WOMEN FEEL AS THOUGH THE EDUCATION THEY HAVE RECEIVED HAS NOT BEEN PUT TO GOOD USE IN LIFE OR CAREER

THE GOOD NEWS?



CITY OF SYDNEY IS EXCEEDING TARGETS FOR WOMEN COUNCILLORS ELECTED 70% IN 2016

66% ARE OPTIMISTIC ABOUT THE FUTURE



*We believe in a Sydney community where the women of Sydney hold equal status in business and politics. A Sydney of 50/50. We believe that the positives of inclusion - **more women changemakers** - will have an incredibly positive effect on the city for all.*



**THE GREATEST FEARS
FOR RESPONDENTS AND
THEIR FAMILIES RELATED
TO
THEIR FINANCES**

Linked but separate to finances was concern **about housing, particularly housing affordability** for their children. This however was far less frequently mentioned than finances in general.

The final major concern for people was for their children and grandchildren; their **ability to buy a house, to land a job after university and/or to survive financially.**

Greatest Fears

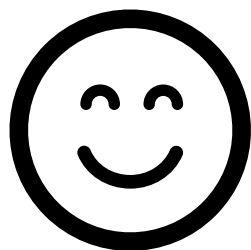
- Cost of living pressures
- Financial security, financial stress or a lack of financial stability
- Losing their job
- Or simply 'not being able to afford the basics'

While, some respondents said that they were concerned about their income for retirement most were concerned about an 'unexpected event' undermining their ability to meet their basic needs.

Following (and also linked to this) was concern about their health. While most respondents simply listed 'health' or 'illness' as a concern, some provided more detail such as concern about failing health as they aged.

Another concern listed by many, in different ways, was the idea of safety. Some spoke about this in terms of their personal safety, while others spoke about terrorism and 'global affairs'.

“My fears are for my children and their families mainly. Specifically, that they will always have work that will give them satisfaction and enough income to meet their needs and look after their families.”



MOST PROMINENT HOPES WERE FOR HEALTH, WEALTH AND HAPPINESS

Peace or to live a fulfilled life was also a common— though less prominent – theme for respondents. As with their fears, **‘to be safe’** was commonly mentioned.

A final major theme was their **aspirations** for their **children and grandchildren**, namely that they would be **safe, happy, healthy and financially secure** (with secure housing).

Greatest hopes

Respondents spoke of a ‘happy life’, ‘to be healthy’ or ‘better health’.

Many other respondents simply said that their hopes were the opposite of their fears; if they feared financial insecurity they hope for security.

Along these lines another common theme was financial stability and having enough money (now and in the future) to lead the life they wanted to.

In terms of minor themes, some less frequently mentioned hopes for the future were:

- Travel
- Improving their relationship with their partner
- Protection of the environment
- Spending more time with their family

“My hopes? That we can survive once we retire and that my kids would be able to get jobs in their fields in Australia rather than overseas where they both live.”



**THANK YOU TO OUR
PORTRAIT III RESEARCH
PARTNERS**



**AUSTRALIAN SOCIAL RESEARCHER
REBECCA HUNTLEY**

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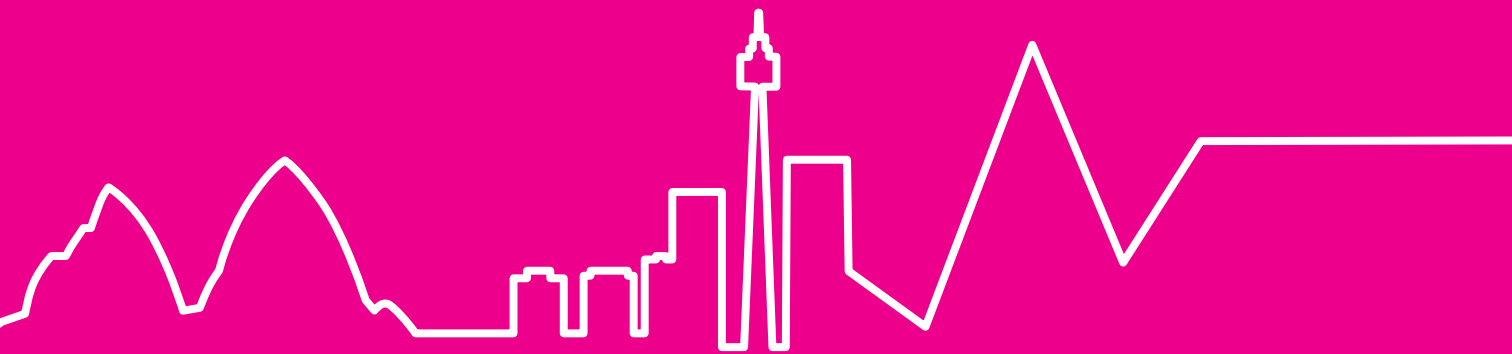
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