SOUTH GIPPSLAND SHIRE COUNCIL

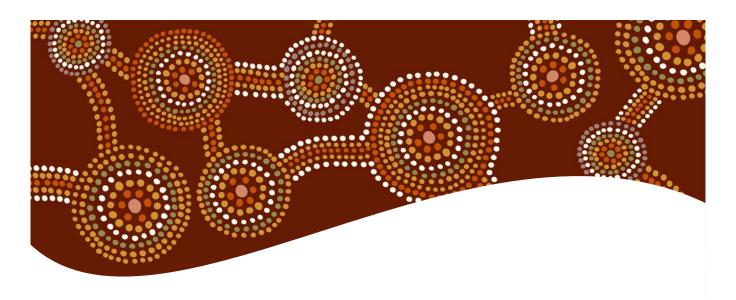
Healthy Communities Plan 2021-2022



A Public Health and Wellbeing Plan for South Gippsland and Bass Coast



Good health and wellbeing are important for everyone.



Acknowledgement to Country

We acknowledge the Bunurong and Gunaikurnai people as the Traditional Custodians of South Gippsland and pay respect to their Elders, past, present, and future, for they hold the memories, traditions, culture, and hopes of Aboriginal and Torres Strait Islander people of Australia.

Thank you

We would like to thank our health and wellbeing partners and the community for their input to the development of this plan. We look forward to working together to improve our community's health and wellbeing.

Table of Contents

Acknowledgement to Country	2
Thank you	2
Executive Summary	5
Integrated Planning	6
Council's Responsibility in Health and Wellbeing Planning	6
Health Promotion Agencies and Health and Wellbeing Planning	7
Summary of Priorities	8
Introduction	9
Preparing the Healthy Communities Plan	
2021-2022 - Our Story	10
Consultations	11
Linking Local Planning to State Plans	12
Tackling Climate Change	14
Priority 1: Creating Healthy Lifestyles	17
Priority 2: Improving Mental Wellbeing	20
Priority 3: Supporting Affordable Housing	23
Priority 4: Improving Equity	26
Measuring Success	31
Next Steps – Action Plan	31
Measures	32



Executive Summary

The Healthy Communities Plan 2021-2022 (the Plan) has been developed in partnership with the community and local organisations. The Plan priorities have been developed with consideration of local health and wellbeing data, the Victorian Public Health and Wellbeing Plan 2019 – 2023 and extensive community consultation. The strategic directions of this plan will lay the framework for the development of an annual action plan listing partners, detailed activities and initiatives and timelines for delivery.

The Plan is a one-year bridging plan guiding priorities for health and wellbeing for the South Gippsland community. Following Council elections in October 2021, the development of a further three-year Healthy Communities Plan will commence and will reflect current priorities along with those identified in the Community Vision and other key Council strategies.

Four priorities have been identified within the plan: creating healthy lifestyles, improving mental wellbeing, supporting affordable housing and improving equity.

There are many factors influencing our health and wellbeing: the conditions in which we are born and live, the food we eat, our age, social status, gender or culture; whether we are employed, have access to transport and healthcare facilities, our level of stress and whether we feel part of the community.

A healthy and well community is one where a sense of belonging and ability to cope with adversity exists. It is where economic and social opportunities exist and there is a clean environment where we can be protected from the impacts of climate change.

This plan addresses the broader influences on health and aims to reduce social inequalities including access to healthcare and to empower individuals and communities to make positive decisions about their health.

The Healthy Communities Plan has been developed in line with responsibilities under the *Public Health Act 2008*, the *Local Government Act 2020*, the Victorian Public Health and Wellbeing Plan 2019-2023 and the *Climate Change Act 2017*.

Integrated Planning

The Plan reflects a collaboration between key stakeholders and outlines the work of Council and a broad range of partners in supporting the health and wellbeing of the South Gippsland community. Key partners joining South Gippsland Shire Council in the Plan are Bass Coast Shire Council, South Coast Primary and Community Partnership, Bass Coast Health, Gippsland Southern Health Service and South Gippsland Hospital. Together we have reviewed health data, listened to our community and established shared priorities and actions.

An action plan will be developed to support this strategic plan and will identify the shared work of a broad range of organisations. The action plan will identify specific parts of the community where efforts will be directed and the organisations that will lead the work.

Council's Responsibility in Health and Wellbeing Planning

The *Public Health and Wellbeing Act 2008* describes Council's functions to protect, improve and promote public health and wellbeing by:

- Creating an environment which supports the health of local community members and strengthens the capacity of the community and individuals to achieve better health.
- Initiating, supporting, and managing public health planning processes at the local government level.
- Developing and implementing public health policies and programs.

The *Public Health and Wellbeing Act 2008* directs each Victorian Local Council to prepare four-year health and wellbeing plans.



Health Promotion Agencies and Health and Wellbeing Planning

Bass Coast Health, Gippsland Southern Health Service, South Gippsland Hospital and South Coast Primary and Community Partnership also have obligations under the *Public Health and Wellbeing Act 2008* to develop plans focused on improving health and wellbeing. These organisations have already partnered to combine their efforts which allows for clearer policy direction, better alignment of prevention work and a greater equity of resources across the sub-region of South Gippsland and Bass Coast.

The Plan supports further alignment of health and wellbeing in South Gippsland through its incorporation of the South Coast Prevention Plan that covers South Gippsland and Bass Coast local government areas. Details of lead agencies and areas of focus will be outlined in the action plan.

Healthy Communities Plan 2021-2025

Combining Municipal Public Health & Wellbeing Planning and Prevention Planning in the South Coast





Page 6

Summary of Priorities

Priority One: Creating Healthy Lifestyles

Focusing on healthy eating and active living, reducing smoking, alcohol and drug-related harm and increasing immunisation rates.

Priority Two: Improving Mental Wellbeing

Focusing on supporting mental wellbeing and building a resilient, connected community.

Priority Three: Supporting Affordable Housing

Focusing on safe, secure, affordable and sustainable housing in the community.

Priority Four: Improving Equity

Focusing on improving access and inclusion and creating safe and respectful communities.



Introduction

The Healthy Communities Plan 2021-2022 provides the strategic direction for Council in partnership with community and local organisations in the South Gippsland and Bass Coast Shires to support the health and wellbeing of our communities.

South Gippsland Shire Council, Bass Coast Shire Council, South Coast Primary and Community Partnership, and the local health services (Bass Coast Health, Gippsland Southern Health Service and South Gippsland Health Service) have taken lead roles in developing the plan, however the delivery of strategies and actions are in partnership with many organisations and the community. Partnerships are vital to creating environments that support healthy communities. Successful partnerships can take many forms and may include community members, community organisations, government and industry organisations. The plan seeks to include priorities and strategies that allow a partnership approach to improving the health and wellbeing for the people of South Gippsland.

The strategic directions of this plan will lay the foundations for the development of detailed implementation plans and service plans for health and community services, businesses and the community.

Together we will take a collective impact approach to improving the health and wellbeing of local communities.

Many local health, community and Council services have contributed their experience, knowledge and expertise to the development of this plan. Our partners in health and wellbeing have pledged commitment to activities and projects which contribute to shared outcomes outlined in this plan and to creating an environment where the health and wellbeing of our community can flourish.

Preparing the Healthy Communities Plan 2021-2022 – Our Story

Our Story – The Community Health and Wellbeing Profile for South Coast is a snapshot of the health and wellbeing of our community. Alongside community feedback, it has been used to shape our combined priorities and actions.

Our Story was prepared to assist in the consultation, development and monitoring of local health and wellbeing priorities and actions. Data for South Gippsland, Bass Coast and Victoria has been included. Where local government area data is unavailable, combined or regional data has been used. Where local government area indicators are performing well against Victoria, they are shown in green and where they are performing poorer than Victoria, they are shown in red. The data has been gained from a range of sources with a full reference list provided as hyperlinks at the end of the document. The document has been designed to be live, with updates occuring as new data becomes available.

To accompany the document, we created a five-minute animation of the key health and wellbeing data

Our Story – The Community Health and Wellbeing Profile for South Coast and the five-minute animation are available on the South Gippsland Shire Council website.



Consultations

The community and organisations working in health and wellbeing helped in the development of this plan through conversations, surveys and workshops.

Results of community workshops, interviews and surveys have been collated and together with the data in *Our Story – The Community Health and Wellbeing Profile for South Coast* have been used to develop the following priorities.

Priorities

Priority One: Creating Healthy Lifestyles

Focusing on healthy eating and active living, reducing smoking, alcohol and drug-related harm and increasing immunisation rates.

Priority Two: Improving Mental Wellbeing

Focusing on supporting mental wellbeing and building a resilient, connected community.

Priority Three: Supporting Affordable Housing

Focusing on safe, secure, affordable and sustainable housing in the community.

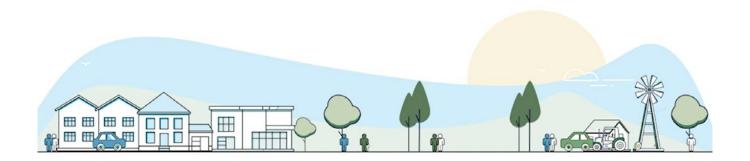
Priority Four: Improving Equity

Focusing on improving access and inclusion and creating safe and respectful communities.

Linking Local Planning to State Plans

Table One illustrates how the priorities and focus areas for the South Coast are informed by State plans and priorities.

Priority	Area of Focus	State Health and Wellbeing Priorities and Plans
Creating Healthy Lifestyles	 Increase healthy eating Support locally grown, fresh, affordable food and reduction of food waste Increase active living Support community access to the natural and built environment for recreation and active transport Reduce smoking Reduce harmful alcohol and drug use Reduce gambling harm Increase immunisation rates Increase uptake of COVID vaccinations in community 	Priorities Increasing healthy eating Increasing active living Reducing tobacco-related harm Reducing harmful alcohol and drug use Plans Victoria Health and Wellbeing Plan 2019 - 2023
Improving Mental Wellbeing	 Promote good mental health and wellbeing Community members valued and connected Decrease incidence of suicide Support community to be resilient and recover from climate emergencies Support conversations and awareness of climate change with the community 	Priorities Improving mental wellbeing Plans Victoria's 10-Year Mental Health Plan
Supporting Affordable Housing	 Increase in affordable housing Decrease homelessness Advocate for crisis accommodation Support use of sustainable products and processes in built environments 	State Plans 10-Year Social and Affordable Housing Strategy Victoria's Big Housing Build
Improving Equity	 Increase connection to culture and communities Increase availability of local health and social services Increase access to social support Increase systems supporting communities during climate emergencies Increase visibility of diversity in our communities Build strong relationships and create meaningful opportunities for our diverse communities Coordinated support for people with disabilities Reduce risk of family violence including in climate emergencies Increase commitment to gender diversity in workplaces and organisations 	 Priorities Preventing all forms of violence Plans Ending Family Violence: Victoria's 10-Year Action Plan for Change



Tackling Climate Change

Supporting sustainable living and climate adaptation

The Plan does not seek to directly address causes of climate change, but seeks to address its impacts on the health and wellbeing of our communities.

The effects of climate change on health are being felt today and have a significant risk to human health.

We know we will experience longer fire seasons and more high fire danger days in the future.

We know we will see extreme heat conditions more frequently in the future

We know that we will see extreme rainfall conditions more frequently in the future and that average rainfall will continue to decline.

The impacts will be greatest for those most vulnerable. We must mitigate and manage risks and recognise opportunities.

This plan identifies how we will address climate change impacts on our health across our four priority areas:

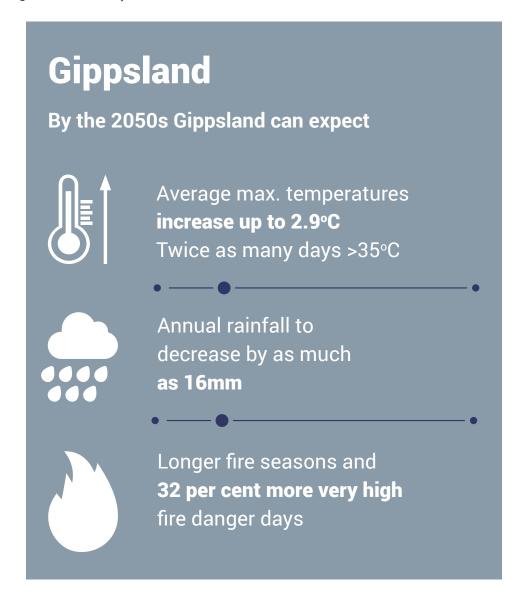
- · Healthy living active living and healthy eating
- · Creating a healthy mind and supporting a resilient and connected community
- · Supporting affordable housing and liveable communities; and
- · Improving equity

Through these priority areas we plan to achieve:

- Resilient and safe communities that are adapting to the health impacts of climate change.
- · Decreased health impacts associated with climate change.
- · Recognise the benefits for both health and reducing climate change.

Our organisations and communities will also develop and deliver climate action plans and climate emergency plans with specific actions supporting the health of our communities and environment.

Our community recognises climate change as an important consideration for health and wellbeing of our community.







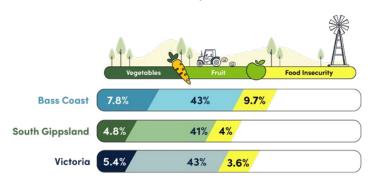
What the community said

- · We need healthy environments for all human beings and animals.
- · We must protect our beautiful and unique environment.
- Climate Change is an issue for coastal communities as we will in time feel the effects of hotter summers and more intense weather events.
- I would like to see a serious focus on climate action.
- The greatest threat to wellbeing is climate change and the loss of biodiversity.
- We must protect our wild places, the forest, beaches, marshes, wetlands and grass lands which support all the non-human creatures with which we share the planet.
- I believe people who are able to spend time in forests and by the sea are healthier and happier.
- My concerns are around climate change and the impact this has on health. I
 worry about current and also long-term impacts.
- I am also concerned about the impact climate change has on food and clean water
- Climate change will lead to an increase in extreme weather and increase in communicable disease and climate change has a big impact on mental health.

Priority 1: Creating Healthy Lifestyles

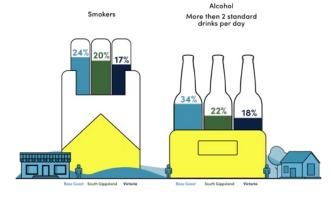
Focusing on healthy eating and active living, reducing smoking, alcohol and drug-related harm and increasing immunisation rates.

What the data says:

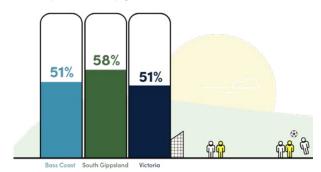


Over half the adults living in the South Coast are not eating enough fruit and vegetables and many people cannot access the food they need.

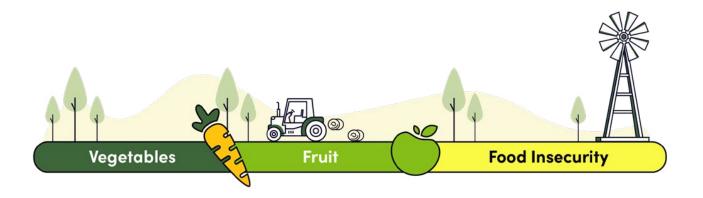
People in the South Coast have higher rates of smoking than other Victorians and many regularly drink more than two standard drinks per day.



Physical activity guidelines



Just over half of adults in the South Coast meet the physical activity guidelines.





What the community said

- I would like to see more action on reducing harm of drugs.
- We need increased access to fresh food and vegetables.
- I find issues with using technology poses a challenge to healthy ageing.
- There is a lack of exercise opportunities in small towns.
- · I want more healthy food that is affordable.
- · It would be good to have outside gym equipment.
- Community gardens that grow healthy organic foods are a great way to bring people together.
- I think healthy eating and a healthy lifestyle should be promoted more.
- It would be good to have more vegetable gardens pop up in our parks.

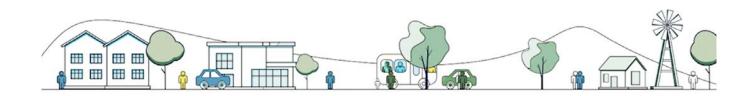
Outcomes

Outcome 1.1: Our community has healthy lifestyles

Area of Focus	Measure of Success	Ref
1.1.1 Increase healthy eating	Increased fruit and vegetable consumption.Increased consumption of water.	1
	Decreased daily consumption of sugar	2
	sweetened beverages.	3
1.1.2 Support locally grown fresh, affordable food and reduction of food waste	 Increased support to local food producers. Increased awareness and uptake of healthy and sustainable food choices and practices. Increase in home gardening practices. 	4
1.1.3 Increase active living	Adults sitting less hours per day.	5
	Increased activity for all ages.	6
1.1.4 Support community access to the natural and built environment for recreation and active transport	 Improved pedestrian and bicycle access in towns. Improved connections to natural environments. Increased promotion and awareness of local natural environments for recreation. 	7

Outcome 1.2: Our community is protected from harm to their health

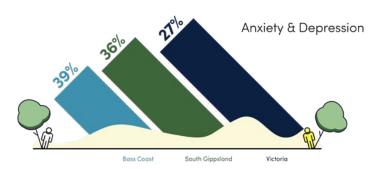
Area of Focus	Measure of Success	Ref
1.2.1 Reduce smoking	Decreased smoking in adults, adolescents	8
	and pregnant mothers	9
		10
1.2.2 Reduce harmful alcohol and drug use	Decreased harmful alcohol use.	11
	Decreased alcohol-related injuries.Decreased drug addiction.	12
	Deoreacea arag addiction.	13
1.2.3 Reduce gambling harm	Increase in gambling-free activities available.Strategies to limit gambling.	14
1.2.4 Enable and increase immunisation	Increased uptake of flu and COVID	15
rates for flu and COVID vaccinations	 vaccinations. Programs supporting immunisation participation. Partnerships to support access to and uptake of COVID vaccinations. 	16



Priority 2: Improving Mental Wellbeing

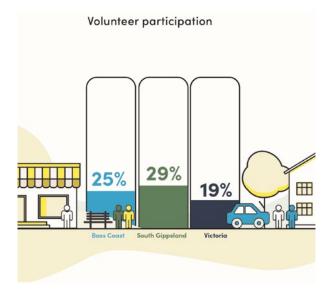
Focusing on supporting good mental wellbeing and building a resilient, connected community.

What the data says:



Anxiety and depression rates are high on the South Coast, with a third of adults being diagnosed in their lifetime.

In the past, many people in the South Coast volunteered. COVID-19 has reduced the number of people currently volunteering.





What the community said

- I am worried about the mental health and wellbeing of young people who are concerned about climate change.
- South Gippsland Shire has a very good Youth Access Clinic program but it would be good if it was open on more days than Monday.
- I would like to see improved assistance for teenagers experiencing depression.
- I think we need more support groups for carers of people with mental health problems.
- I think the community needs to work against mental health stigmas and increase acceptance of people who have mental health issues.
- I'd like to see many more opportunities for people to gather and connect and reduce their feelings of loneliness.
- Men's Sheds are a great place for men to make friends and support each other.



Outcomes

Outcome 2.1: Our community has good mental health

Area of Focus	Measure of Success	Ref
2.1.1 Promote good mental health and wellbeing	 Reduce level of psychological distress in adults and adolescents. 	17 18
	Increase level of resilience in adolescents.	19
2.1.2 Support community members to be	Increase in volunteers.	20
valued and connected	Participation in community and support groups.Participation in sporting clubs.	21
2.1.3 Decrease incidence of suicide	 Training, support and programs available and used. Increase in knowledge of local services. Postvention protocols in place for communities. 	22

Outcome 2.2: Our community is resilient and our environments are liveable

Area of Focus	Measure of Success	Ref
2.2.1 Support community to be resilient and recover from climate emergencies	 Communities support each other in climate emergencies. Households have emergency preparedness plans. Increased awareness of emergency procedures in response to climate impacts. 	23
2.2.2 Support conversations and awareness of climate change within the community	 Increased knowledge of climate change impacts, mitigation and adaptation options. Increased awareness of emergency response procedures in climate emergencies. 	24

Priority 3: Supporting Affordable Housing

Focusing on safe, secure, affordable and sustainable housing in the community.

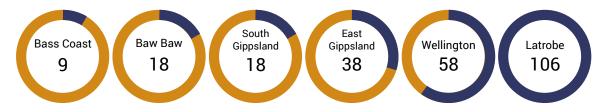
What the data says:

There are no affordable one-bedroom properties and only 18 two-bedroom properties available in South Gippsland and 19 in Bass Coast.

Affordable one bedroom rental properties available, based on 30 per cent of Centrelink income

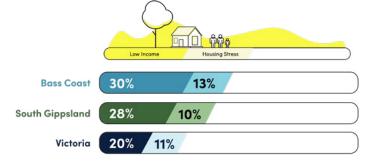


Affordable two bedroom rental properties available, based on 30 per cent of Centrelink income



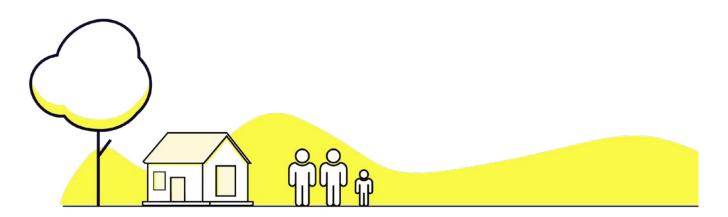
Many households are living on an income of less than \$650 a week.

People are paying more than 30 per cent of their income on housing which causes high levels of housing and rental stress.





South Gippsland and Bass Coast have less affordable rental properties than other areas of Gippsland.





What the community said

- Housing is a big issue as there is a lack of affordable rentals.
- We need better communal-style housing and more models of social housing.
- I think we should prioritise affordable housing for young people with disabilities.
- · We need more housing support for young people escaping family violence.

Outcomes

Outcome 3.1: Our community has access to affordable housing

Area of Focus	Measure of Success	Ref
3.1.1 Increase in affordable housing	 Social and affordable housing strategy in place. Increase in affordable houses/ rental properties. Decrease in people experiencing rental and mortgage stress. 	252627
3.1.2 Decrease homelessness	 Decrease in number of people who are homeless or in unstable housing. 	28
3.1.3 Advocate for crisis accommodation	Increased local crisis housing.	29

Outcome 3.2: Our homes and neighbourhoods are sustainable and liveable

Area of Focus	Measure of Success	Ref
3.2.1 Increase capacity of homes to provide refuge through increased liveability of housing	 Sustainable products and processes used in public built environments. Improved sustainable and efficient private and social housing. Large organisations adopt sustainable practices. 	30

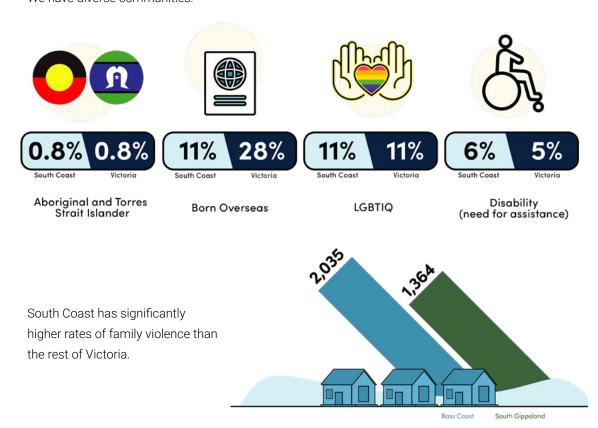


Priority 4: Improving Equity

Focusing on improving access and inclusion and creating safe and respectful communities.

What the data says:

We have diverse communities.



Page 24

Police callouts per 100,000 population 2019/20



What the community said

- · I would like to hear the voice of our young people.
- I think we need to recognise that connectivity via devices is increasingly important and seniors may need support.
- I want increased opportunities for community connection and inclusion.
- We need to improve access to health and wellbeing services particularly for those with chronic disease and ageing residents living alone.
- My community is not a safe place to be gay or trans.
- I think access to transport is a barrier to wellbeing, especially in small towns.
- I would like to see access to different sports for all abilities.
- We need to improve access to buildings and around our towns for people with disabilities and mobility aids.
- I want to see more respect towards the LGBTIQ community.
- I think we should name places and significant sites with the traditional Aboriginal names and we need more interpretative information at tourism sites about the traditional owners of the land.
- We must increase protection for women and children in domestic violence situations.
- · I would like more access to community information.
- · I think we could promote different and better models of masculinity.









Outcomes

Outcome 4.1: Our community is connected to culture, community and services

Area of Focus	Measure of Success	Ref
4.1.1 Increase connection to culture and communities	Increase in attendance at organised groups.Increased participation in varied cultural activities.	31 32
4.1.2 Increase availability of local health and social services	Increase in available health and social services.	33
4.1.3 Increase access to social support	 Increased support between community members and with support services. 	34
4.1.4 Increase systems supporting communities during climate emergencies	Improved emergency management response and recovery systems.	35

Outcome 4.2: Our community is culturally safe, accessible and inclusive

Area of Focus	Measure of Success	Ref
4.2.1 Increase visibility of diversity in our communities	 Increased visibility of Aboriginal communities. Increased visibility of LGBTIQ+ community. Increased visibility of CALD community. 	36
4.2.2 Build strong relationships and create meaningful opportunities for our diverse communities	 Increase in meaningful opportunities for Aboriginal, LGBTIQ+ and CALD communities. Increased positive support and attitudes to diverse communities. Increased commitment in organisations to Aboriginal, LGBTIQ+ and CALD communities. 	37
4.2.3 Coordinated support for people with disabilities	 Disability Action Plans delivered. Disability training delivered in organisations and businesses. Accessibility incorporated in all new built environments. 	38

Outcome 4.3: Our community is respectful and free from family violence

Area of Focus	Measure of Success	Ref
4.3.1 Reduce risk of family violence through a whole-of-community approach to family violence, including in climate emergencies	 Partnership to prevent family violence continues. Respectful Relationships training delivered to all schools. Prevention activities delivered in partnership. Family violence prevention resources included in community emergency response packs. Family violence bystander and response training available to emergency services and community groups. 	39 40
4.3.2 Increase commitment to gender diversity in workplaces and organisations	 Increase in gender action plans in partner organisations. Gender equity audits undertaken and results acted upon. Increase in sporting clubs with gender equity plans. 	41



Measuring Success

How do we know we have made a difference?

Outcomes reflect the changes we wish to see as a result of working together on the identified priorities for a healthy community. Outcomes reflect long-term goals for all partners in the plan and do not relate only to Council or health service actions.

Measures of success were developed by matching outcomes with the data sources available. Measuring outcomes relies on having appropriate benchmarks where health partners can track progress towards positive change to the health and wellbeing of the community. Data will be gained from State, Federal and local sources to help monitor progress in the areas of focus.

Some measures of success can be gained annually while others are only accessible every three or four years. The annual measures of success listed in this strategic-level plan may be supported by more detailed measures outlined in the action plan.

Our Story – The Community Health and Wellbeing Profile for South Coast will be updated regularly with the release of updated data and will assist in measuring success of the plan.

Next Steps – Action Plan

Action plans will be developed to identify specific work of the health and wellbeing partners. An annual review will take place with priorities and focus areas assessed against emerging issues for a future Healthy Communities Plan.

Measures

1.1.1 Increase healthy eating

- ¹ Victorian Population Health Survey 2017
- ² Local Measure
- ³ Victorian Population Health Survey 2017

1.1.2 Support locally grown fresh, affordable food and reduction of food waste

⁴ Local data for each measure

1.1.3 Increase active living

- ⁵ Victorian Population Health Survey 2017
- ⁶ Victorian Population Health Survey 2017

1.1.4 Support community access to the natural and built environment for recreation and active transport

⁷ Local data for each measure

1.2.1 Reduce smoking

- ⁸ Victorian Population Health Survey 2017
- ⁹ About You Survey 2018
- ¹⁰ Australian Institutes of Health and Welfare: Australia's Mothers and Babies

1.2.2 Reduce harmful alcohol and drug use

- ¹¹ Victorian Population Health Survey 2017
- ¹² AOD Stats Victorian Drug and Alcohol Stats (Ambulance Attendances) and AOD Stats Victorian Drug and Alcohol Stats (Hospital Admissions)
- ¹³ Victorian Population Health Survey 2017

1.2.3 Reduce gambling harm

¹⁴ Local data for each measure

1.2.4 Increase immunisation

- ¹⁵ Australian Government Department of Health
- ¹⁶ Local data

2.1.1 Promote good mental health and wellbeing

- ¹⁷ Victorian Population Health Survey 2017
- ¹⁸ About You Survey 2018
- ¹⁹ About You Survey 2018

2.1.2 Community members valued and connected

- ²⁰ Vic Health Inner Gippsland Data 2015
- ²¹ Local data

2.1.3 Decrease incidence of suicide

- ²² Local data for each measure
- 2.2.1 Support community to be resilient and recover from climate emergencies

Page 29

2.2.2 Support conversations and awareness of climate change within the community

²⁴ Local data

3.1.1 Increase in affordable housing

²⁵ Local data

²⁶ Bass Coast Shire Social Atlas, South Gippsland Shire Social Atlas and ABS Census of Population and Housing 2016

²⁷ Bass Coast Shire Social Atlas, South Gippsland Shire Social Atlas and ABS Census of Population and Housing 2016

3.1.2 Decrease homelessness

²⁸ Bass Coast Shire Social Atlas, South Gippsland Shire Social Atlas and ABS Census of Population and Housing 2016

3.1.3 Advocate for crisis accommodation

²⁹ Local data for each measure

3.2.1 Support use of sustainable products and processes in built environments

30 Local data for each measure

4.1.1 Increase connection to culture and communities

31 Victorian Population Health Survey 2017

³² Victorian Population Health Survey 2017

4.1.2 Increase availability of local health and social services

33 Local data – South Coast service providers

³⁴ Victorian Population Health Survey 2017

4.1.3 Increase systems supporting communities during climate emergencies

35 Local data for each measure

4.2.1 Increase visibility of diversity in our communities

³⁶ Local data for each measure

4.2.2 Build strong relationships and create meaningful opportunities for our diverse communities

37 Local data for each measure

4.2.3 Coordinated support for people with disabilities

38 Local data for each measure

4.3.1 Deliver a whole of community approach to family violence

39 Local data for each measure

4.3.2 Increase commitment to gender diversity in workplaces and organisations

40 Local data for each measure

4.3.3 Reduce risk of family violence in climate emergencies

⁴¹ Local data for each measure

Page 30

²³ Local data for each measure