

Domain 3: Opportunity & prosperity

Goal 8: Aboriginal workers achieve wealth equality

Objective 8.1: Increase Aboriginal household income in line with the Victorian median

[Measure 8.1.1](#) Median household income and median equivalised household income

Objective 8.2: Increase Aboriginal home ownership in line with the Victorian average

[Measure 8.2.1](#) Proportion of home owners versus other tenure types (by age bracket)

Objective 8.3: Increase Aboriginal business ownership and support Aboriginal entrepreneurs

[Measure 8.3.1](#) Number of Victorian business owner-managers who are Aboriginal

[Measure 8.3.2](#) Aboriginal businesses that government engages with

Goal 9: Strong Aboriginal workforce participation, in all sectors and at all levels

Objective 9.1: Increase Aboriginal workforce participation

[Measure 9.1.1](#) Employment to population ratio

[Measure 9.1.2](#) Proportion employed in full-time versus part-time or casual employment

[Measure 9.1.3](#) Aboriginal jobseekers supported into work

Objective 9.2: Increase workforce participation for Aboriginal women

[Measure 9.2.1](#) Workforce participation of women (as measured at 9.1.2)

Objective 9.3: Increase workforce participation for Aboriginal young people, people with a disability and people living in regional areas

[Measure 9.3.1](#) Workforce participation (as measured at 9.1.2) by age, disability status and regional versus metropolitan

Objective 9.4: Increase Aboriginal leadership and representation across all sectors and levels

[Measure 9.4.1](#) Aboriginal employment by sector, industry and occupation; with analysis by growth industry

[Measure 9.4.2](#) Proportion of Aboriginal people employed across the VPS (with 2 per cent target by 2022)

[Measure 9.4.3](#) Number of Aboriginal people at VPS 6 level and above in the VPS

[Measure 9.4.4](#) Number of Aboriginal people participating on government boards

Goal 10: Aboriginal income potential is realised

Objective 10.1: Increase Victoria's Aboriginal gross income and decrease the opportunity cost of Aboriginal income inequality

[Measure 10.1.1](#) Victoria's Aboriginal income as sum of all income earned by Aboriginal workers

[Measure 10.1.2](#) Opportunity cost: Aboriginal gross income at parity minus actual

New data is not available

Measure 8.1.1a Median household income

Median yearly household income		
Year	Aboriginal	Non-Aboriginal
2006	\$ 39,795.43	\$ 53,363.00
2011	\$ 50,161.43	\$ 63,510.00
2016	\$ 62,571.43	\$ 74,147.14
2021	\$ 81,603.57	\$ 91,875.71

Source: ABS Census of Population and Housing

Median weekly household income			
Year	Aboriginal	Non-Aboriginal	Gap
2006	\$ 763.20	\$ 1,023.40	-25.4%
2011	\$ 962.00	\$ 1,218.00	-21.0%
2016	\$ 1,200.00	\$ 1,422.00	-15.6%
2021	\$ 1,565.00	\$ 1,762.00	-11.2%

Source: ABS Census of Population and Housing

Measure 8.1.1b Median equivalised household income

Median yearly equivalised household income

Year	Aboriginal	Non-Aboriginal
2004-05	\$ 25,162.06	\$ 40,313.21
2014-15	\$ 29,721.43	\$ 42,652.86

Source: Overcoming Indigenous Disadvantage 2016 Table 4A.10.1, sourced from ABS (unpublished) National Aboriginal and Torres Strait Islander Health Survey 2004-05;

ABS (unpublished) National Health Survey 2004-05; ABS (unpublished) National Aboriginal and Torres Strait Islander Social Survey, 2014-15; ABS (unpublished) National Health Survey 2014-15.

Definition: Equivalised household income is total household income adjusted by the application of an equivalence scale to facilitate comparison of income levels between households of differing size and composition, reflecting the requirement of a larger household to have a higher level of income to achieve the same standard of living as a smaller household. Equivalised household income can be viewed as an indicator of the economic resources available to a standardised household.

For a lone person household it is equal to household income. For a household comprising more than one person, it is an indicator of the household income that would be needed by a lone person household to enjoy the same level of economic wellbeing.

All data are adjusted for changes in the Consumer Price Index. Factors applied to change nominal dollar values to 2014-15 dollars for data collected earlier than 2014-15 are as follows: For all 2004-05 data, the adjustment is 1.306023.

RSE = relative standard error which is a measure of the reliability of the estimate and reflects the sample size; the smaller the sample size the higher the RSE.

An RSE BELOW 25% is reliable.

Median weekly equivalised household income

Year	Aboriginal	Aboriginal RSE	Non-Aboriginal	RSE (%)	Gap
		(%)	Aboriginal		
2004-05	482.56	13.1%	773.13	1.7%	-37.6%
2014-15	570.00	4.4%	818.00	7.4%	-30.3%

Measure 8.1.1c Median personal income

Median yearly personal income

Year	Aboriginal	Non-Aboriginal
2006	\$ 17,311.43	\$ 23,829.29
2011	\$ 20,335.71	\$ 29,304.29
2016	\$ 24,976.43	\$ 33,684.29
2021	\$ 32,276.43	\$ 41,975.00

Source: ABS Census of Population and Housing

Median weekly personal income

Year	Aboriginal	Non-Aboriginal	Gap
2006	\$ 332.00	\$ 457.00	-27.4%
2011	\$ 390.00	\$ 562.00	-30.6%
2016	\$ 479.00	\$ 646.00	-25.9%
2021	\$ 619.00	\$ 805.00	-23.1%

Source: ABS Census of Population and Housing

New data is not available**Table 8.2.1. Proportion of home owners versus other tenure types**

	Aboriginal households(a)			Non-Aboriginal households			Gap in homeownership
	Owned ^(b)	Rented	Other tenure types	Owned ^(b)	Rented	Other tenure types	
2006	42.3%	56.8%	0.9%	74.1%	25.2%	0.7%	-31.8%
2011	42.7%	56.5%	0.8%	72.2%	27.0%	0.8%	-29.5%
2016	45.2%	54.0%	0.8%	69.9%	29.3%	0.8%	-24.7%
2021	44.9%	51.3%	1.4%	68.6%	28.2%	1.8%	-23.7%

Source: Table I13, 2021 Census of Population and Housing, Aboriginal and Torres Strait Islander Peoples Profile (Catalogue number 2002.0): Victoria

Excludes respondents with a tenure type not stated had at least one person of any age as a resident at the time of the Census who identified as being of Aboriginal and/or Torres Strait Islander origin.

(b) Owned households includes both owned outright and owned with a mortgage.

New data is not available

Table 8.3.1. Number of Victorian business owner-managers who are Aboriginal

Total Aboriginal business owner-managers	
2006	707
2011	906
2016	1292
2021	2012

Source:ABS Census of Population and Housing

Table 8.3.2 Victorian State Government direct spend with Victorian Aboriginal businesses

Year	Number of Victorian Aboriginal businesses	Total procurement amount (\$)
2018–19	53	\$ 11,100,000.00
2019–20	90	\$ 36,870,000.00
2020–21	98	\$ 13,230,000.00
2021–22	129	\$ 11,830,000.00
2022–23	120	\$ 23,810,000.00
2023–24	113	\$ 51,300,000.00
2024–25	118	\$ 56,100,000.00

Source: Department of Government Services

Victorian Aboriginal businesses includes only those certified with Kinaway Chamber of Commerce and/or Supply Nation, per the Victorian Government Social Procurement Framework

In 2023 responsibility for collecting this data changed from the Department of Jobs, Skills, Industries and Regions to the Department of Government Services.

New data is not available

Table 9.1.1. Employment to population ratio (%)^(a)

	Aboriginal			Non-Aboriginal		
	Females	Males	Persons	Females	Males	Persons
2006	40.1%	50.2%	45.0%	53.5%	66.8%	59.9%
2011	42.1%	49.9%	45.9%	54.8%	66.7%	60.5%
2016	45.3%	51.2%	48.2%	55.0%	64.9%	59.8%
2021	54.6%	51.3%	52.9%	66.0%	58.2%	62.0%

Source: ABS Census of Population and Housing

Note: *Employed* includes respondents who worked full-time, worked part-time or were employed but 'away from work' in the week prior to the census or who did not state the number of hours worked.

(a) The number of employed persons expressed as a percentage of all persons aged 15 years and over.

Denominator includes all Census respondents [including *Labour force status of 'not stated'*], by Indigenous status.

New data is not available

Table 9.1.2.a. Proportion employed in full-time, Victoria

	Aboriginal			Non-Aboriginal		
	Females	Males	Persons	Females	Males	Persons
2006	20.7%	36.9%	28.6%	59.4%	77.7%	45.1%
2011	21.3%	37.7%	29.3%	31.5%	58.8%	45.0%
2016	22.4%	38.7%	30.4%	32.0%	58.6%	45.1%
2021	25.2%	40.2%	32.7%	33.5%	56.3%	44.7%

Source: ABS Census of Population and Housing

Counting: Proportion of employed Victorians (place of usual residence) aged 15–64 working full time

Note: Denominator includes all Census respondents aged 15–64 who were employed (i.e. employed and worked full-time, worked part-time, were employed but 'away from work' in the week prior to the census and employed but did not state the number of hours worked)

Table 9.1.2.b. Proportion employed part-time, Victoria

	Aboriginal			Non-Aboriginal		
	Females	Males	Persons	Females	Males	Persons
2006	18.1%	10.4%	14.4%	28.8%	12.5%	20.8%
2011	19.5%	10.0%	14.9%	29.8%	13.4%	21.7%
2016	23.3%	12.6%	18.0%	32.6%	16.8%	24.8%
2021	24.4%	12.9%	18.7%	32.2%	16.9%	24.6%

Source: ABS Census of Population and Housing

Counting: Proportion of employed Victorians (place of usual residence) aged 15–64 working full time

Note: Denominator includes all Census respondents aged 15–64 who were employed (i.e. employed and worked full-time, worked part-time, were employed but 'away from work' in the week prior to the census and employed but did not state the number of hours worked)

Table 9.1.3. Aboriginal job seekers supported into work

Jobs Victoria - Aboriginal Participants				
Year	Female		Male	
	Placements	Outcomes	Placements	Outcomes
2016^(a)	18	x	79	0
2017	128	70	188	144
2018	110	82	119	90
2019	119	90	187	111
2020	65	56	95	67
2021	196	52	233	68
2022	331	129	451	143
2023^(b)	129	75	185	120
2024^(c)	21	3	72	25
2025^(d)	5	2	9	3

Source: Jobs Victoria program data, Department of Jobs, Skills, Industry and Regions

(a) Program commenced in October 2016.

(b) Figures for 2023 were revised to include participants that gained placements and outcomes prior to relevant services being renewed in the 2023-24 State Budget.

(c) The decline in employment placements between 2023 and 2024 reflects the Victorian Government's investment in employment services returning to pre-pandemic levels.

(d) The Jobs Victoria Mentors program concluded in June 2025, which has resulted in a reduction in employment placements in 2025. Since Jobs Victoria Mentors program has concluded, figures will not be reported in 2026.

New data is not available

Table 9.2.1 Workforce participation of women

Aboriginal status	Employed ^(a)	Unemployed ^(b)	Not in Labour Force ^(c)	Labour Force Status Not Stated	Workforce participation (%) ^(d)
2006					
Aboriginal	42.7%	8.1%	44.6%	4.7%	50.8%
Non-Aboriginal	64.2%	3.7%	30.9%	1.1%	67.9%
2011					
Aboriginal	44.9%	7.3%	44.0%	3.8%	52.2%
Non-Aboriginal	65.6%	3.9%	29.6%	0.9%	69.5%
2016					
Aboriginal	48.6%	7.9%	41.2%	2.3%	56.5%
Non-Aboriginal	66.4%	4.8%	28.2%	0.7%	71.2%
2021					
Aboriginal	56.6%	5.4%	45.6%	2.7%	62.0%
Non-Aboriginal	74.2%	3.8%	47.9%	1.6%	78.0%

Source: ABS Census of Population and Housing

Counting: proportion of Victorian population (place of usual residence) aged 15–64

(a) *Employed* includes respondents who worked full-time, worked part-time or were employed but 'away from work' in the week prior to the census or who did not state the number of hours worked.

(b) *Unemployed* includes respondents who were unemployed and seeking full-time or part-time employment

(c) *Not in the labour force* (that is, not currently economically active) comprises all persons not currently employed or unemployed, irrespective of age.

(d) *Workforce participation* is the proportion of the working-age population (aged 15–64) who reported being employed or unemployed jobseekers in the ABS census.

Denominator includes all Census respondents (including *Labour force status of 'not stated'*) by Indigenous status.

New data is not available

Table 9.3.1a. Workforce participation by age group

	Aboriginal status	Employed ^(a)	Unemployed ^(b)	Not in Labour Force	Labour Force Status Not Stated	Workforce participation (%)
2006						
15–24 years	Aboriginal	37.2%	10.7%	46.5%	5.7%	47.9%
	Non-Aboriginal	59.9%	6.6%	32.4%	1.2%	66.4%
25–54 years	Aboriginal	50.9%	7.9%	35.7%	5.6%	58.8%
	Non-Aboriginal	78.4%	3.4%	17.1%	1.1%	81.8%
55–64 years	Aboriginal	35.4%	3.1%	54.7%	6.8%	38.5%
	Non-Aboriginal	55.1%	2.2%	41.2%	1.4%	57.4%
Aged 65 and above	Aboriginal	8.0%	0.7%	79.3%	12.0%	8.7%
	Non-Aboriginal	8.7%	0.2%	85.2%	5.9%	8.9%
2011						
15–24 years	Aboriginal	37.8%	10.9%	46.9%	4.3%	48.7%
	Non-Aboriginal	54.6%	7.4%	37.0%	1.0%	62.0%
25–54 years	Aboriginal	55.3%	7.3%	33.3%	4.0%	62.6%
	Non-Aboriginal	79.0%	3.5%	16.5%	1.0%	82.6%
55–64 years	Aboriginal	43.8%	3.1%	48.0%	5.3%	46.9%
	Non-Aboriginal	60.2%	2.3%	36.3%	1.2%	62.5%
Aged 65 and above	Aboriginal	9.1%	0.5%	76.0%	14.0%	9.6%
	Non-Aboriginal	11.2%	0.2%	83.9%	4.7%	11.4%
2016						
15–24 years	Aboriginal	41.4%	12.0%	44.4%	2.1%	53.4%
	Non-Aboriginal	52.1%	9.3%	38.0%	0.7%	61.3%
25–54 years	Aboriginal	57.5%	7.4%	32.5%	2.6%	64.9%
	Non-Aboriginal	78.7%	4.3%	16.3%	0.7%	83.0%
55–64 years	Aboriginal	47.0%	4.1%	45.1%	3.7%	51.1%
	Non-Aboriginal	62.6%	3.2%	33.4%	0.8%	65.8%
Aged 65 and above	Aboriginal	12.1%	0.9%	80.1%	7.0%	13.0%
	Non-Aboriginal	13.1%	0.3%	83.7%	2.8%	13.5%
2021						
15–24 years	Aboriginal	47.4%	9.5%	41.2%	1.8%	57.0%
	Non-Aboriginal	59.0%	7.5%	32.7%	0.8%	66.5%
25–54 years	Aboriginal	62.8%	4.9%	29.9%	2.5%	67.6%
	Non-Aboriginal	81.1%	3.3%	14.6%	0.9%	84.5%
55–64 years	Aboriginal	49.1%	3.2%	44.8%	2.9%	52.3%
	Non-Aboriginal	65.0%	2.8%	31.4%	0.8%	67.8%
Aged 65 and above	Aboriginal	15.3%	1.0%	77.7%	6.0%	16.3%
	Non-Aboriginal	14.5%	0.4%	82.3%	2.8%	14.9%

Source: ABS Census of Population and Housing

Definition: workforce participation is the proportion of the working-age population aged 15–64 who reported being employed or unemployed but looking for a job in the ABS census

Counting: proportion of Victorian population (place of usual residence) aged 15–64

(a) *Employed* includes respondents who worked full-time, worked part-time or were employed but 'away from work' in the week prior to the census or who did not state the number of hours worked.

(b) *Unemployed* includes respondents who were unemployed and seeking full-time or part-time employment

Denominator includes all Census respondents [including *Labour force status* of 'not stated'], by Indigenous status.

Table 9.3.1b. Workforce participation by disability status and gender

	Aboriginal status	Employed ^(a)	Unemployed ^(b)	Not in Labour Force	Labour Force Status		Workforce participation (%)
					Not Stated		
2006							
Females	Aboriginal	42.7%	8.1%	44.6%	4.7%		50.8%
	Non-Aboriginal	64.2%	3.7%	30.9%	1.1%		67.9%
Males	Aboriginal	52.5%	9.8%	31.6%	6.1%		62.2%
	Non-Aboriginal	76.5%	4.4%	18.0%	1.2%		80.8%
All Persons	Aboriginal	47.4%	8.9%	38.3%	5.3%		56.3%
	Non-Aboriginal	70.2%	4.0%	24.6%	1.2%		74.2%
2011							
Females	Aboriginal	44.9%	7.3%	44.0%	3.8%		52.2%
	Non-Aboriginal	65.9%	3.9%	29.6%	0.9%		69.8%
Males	Aboriginal	52.3%	8.7%	34.3%	4.7%		61.0%
	Non-Aboriginal	76.4%	4.3%	18.1%	1.1%		80.7%
All Persons	Aboriginal	48.5%	8.0%	39.2%	4.2%		56.5%
	Non-Aboriginal	70.9%	4.1%	23.9%	1.0%		75.0%
2016							
Females	Aboriginal	48.6%	7.9%	41.2%	2.3%		56.5%
	Non-Aboriginal	66.4%	4.8%	28.2%	0.7%		71.2%
Males	Aboriginal	54.0%	9.0%	34.1%	2.9%		63.1%
	Non-Aboriginal	75.1%	5.4%	18.7%	0.8%		80.5%
All Persons	Aboriginal	51.3%	8.4%	37.7%	2.6%		59.7%
	Non-Aboriginal	70.7%	5.1%	23.5%	0.7%		75.8%
2021							
Females	Aboriginal	55.2%	5.4%	37.3%	2.1%		60.6%
	Non-Aboriginal	71.2%	3.7%	24.3%	0.8%		74.9%
Males	Aboriginal	57.9%	6.7%	32.8%	2.6%		64.6%
	Non-Aboriginal	77.4%	4.3%	17.3%	1.0%		81.7%
All Persons	Aboriginal	56.6%	6.0%	35.1%	2.3%		62.6%
	Non-Aboriginal	74.3%	4.0%	20.8%	0.9%		78.3%

Source: ABS Census of Population and Housing

Definition: workforce participation is reported as the proportion of the working-age population aged 15–64 who reported being employed or unemployed jobseekers in the ABS census

Counting: proportion of Victorian population (place of usual residence) aged 15–64

(a) *Employed* includes respondents who worked full-time, worked part-time or were employed but 'away from work' in the week prior to the census or who did not state the number of hours worked.

(b) *Unemployed* includes respondents who were unemployed and seeking full-time or part-time employment

(c) Respondents that reported they have a need for assistance with core activities serves as a proxy of disability

Denominator includes all Census respondents [including Labour force status of 'not stated'], by Indigenous status.

Table 9.3.1c. Workforce participation by disability status

	Aboriginal status	Employed ^(a)	Unemployed ^(b)	Not in Labour Force	Labour Force Status Not Stated	Workforce participation (%)
2006						
Persons with disability ^(a)	Aboriginal	14.5%	5.0%	79.1%	1.5%	19.5%
	Non-Aboriginal	17.4%	3.4%	78.2%	1.0%	20.8%
2011						
Persons with disability ^(a)	Aboriginal	12.8%	3.7%	81.0%	2.9%	16.4%
	Non-Aboriginal	15.1%	2.4%	80.5%	1.9%	17.5%
2016						
Persons with disability ^(a)	Aboriginal	14.5%	4.2%	77.8%	3.5%	18.7%
	Non-Aboriginal	14.8%	2.3%	80.3%	2.5%	17.2%
2021						
Persons with disability ^(a)	Aboriginal	17.2%	4.1%	77.8%	1.0%	21.3%
	Non-Aboriginal	20.4%	3.3%	75.5%	0.9%	23.6%

Source: ABS Census of Population and Housing

Definition: workforce participation is reported as the proportion of the working-age population aged 15–64 who reported being employed or unemployed jobseekers in the ABS census

Counting: proportion of Victorian population (place of usual residence) aged 15–64

(a) Respondents that reported they *have a need for assistance with core activities* serves as a proxy of disability

Denominator includes all Census respondents [including *Labour force status of 'not stated'*], by Indigenous status.

Table 9.3.1d. Workforce participation by regional status

	Aboriginal status	Employed ^(a)	Unemployed ^(b)	Not in Labour Force	Labour Force Status Not Stated	Workforce participation (%)
2006						
Metropolitan	Aboriginal	53.5%	8.2%	34.0%	4.4%	61.6%
	Non-Aboriginal	70.5%	4.0%	24.2%	1.2%	74.6%
Inner Regional	Aboriginal	43.1%	9.5%	41.6%	5.8%	52.6%
	Non-Aboriginal	69.3%	4.0%	25.5%	1.1%	73.3%
Outer regional and remote ^(c)	Aboriginal	36.7%	10.0%	45.4%	7.9%	46.7%
	Non-Aboriginal	69.8%	3.7%	25.1%	1.4%	73.5%
2011						
Metropolitan	Aboriginal	54.6%	7.0%	34.9%	3.5%	61.6%
	Non-Aboriginal	71.2%	4.2%	23.6%	1.0%	75.4%
Inner Regional	Aboriginal	44.8%	9.0%	42.5%	3.7%	53.8%
	Non-Aboriginal	70.6%	3.8%	24.7%	1.0%	74.4%
Outer regional and remote ^(c)	Aboriginal	38.1%	9.2%	47.5%	5.3%	47.3%
	Non-Aboriginal	69.5%	3.5%	25.7%	1.2%	73.0%
2016						
Metropolitan	Aboriginal	56.5%	7.7%	33.9%	1.9%	64.2%
	Non-Aboriginal	70.6%	5.3%	23.4%	0.7%	75.9%
Inner Regional	Aboriginal	47.1%	9.2%	41.5%	2.3%	56.3%
	Non-Aboriginal	71.3%	4.4%	23.6%	0.7%	75.7%
Outer regional and remote ^(c)	Aboriginal	41.0%	9.9%	45.6%	3.5%	50.9%
	Non-Aboriginal	70.4%	4.3%	24.3%	1.0%	74.7%
2021						
Metropolitan	Aboriginal	56.4%	5.5%	36.3%	1.9%	61.9%
	Non-Aboriginal	63.1%	3.5%	32.2%	1.2%	66.7%
Inner Regional	Aboriginal	51.2%	5.4%	40.9%	2.5%	56.6%
	Non-Aboriginal	58.7%	2.3%	37.6%	1.4%	61.0%
Outer regional and remote ^(c)	Aboriginal	44.6%	6.4%	45.7%	3.3%	51.1%
	Non-Aboriginal	56.5%	2.2%	39.5%	1.8%	58.7%

Source: ABS Census of Population and Housing

Definition: workforce participation is the proportion of the working-age population (aged 15–64) who reported being employed or unemployed jobseekers in the ABS census

Counting: proportion of Victorian population (place of usual residence) aged 15–64

(a) *Employed* includes respondents who worked full-time, worked part-time or were employed but 'away from work' in the week prior to the census or who did not state the number of hours worked.

(b) *Unemployed* includes respondents who were unemployed and seeking full-time or part-time employment

(c) Includes Outer regional and remote areas of Victoria according to the Australian Bureau of Statistics Australian Statistical Geography Standard

Denominator includes all Census respondents [including *Labour force status of 'not stated'*], by Indigenous status.

New data is not available

Table 9.4.1a. Employment by industry with analysis by growth industry, 2011 to 2021

Industry of Employment	Aboriginal Workers, 2011	Aboriginal Workers, 2021	Aboriginal job growth 2011 to 2021 (%)	Industry average annual income, 2021	Income quartile	Non-Aboriginal Workers, 2011	Non-Aboriginal Workers, 2021	Non-Aboriginal job growth 2011 to 2021 (%)
Mining	53	113	113.2%	\$122,149.66	Highest group	8,999	9,222	2.5%
Construction	1,101	2,718	146.9%	\$67,839.20	Medium highest	208,199	294,413	41.4%
Professional, Scientific and Technical Services	390	940	141.0%	\$78,000.00	Highest group	194,934	265,625	36.3%
Rental, Hiring and Real Estate Services	76	214	181.6%	\$72,157.23	Medium highest	34,792	45,980	32.2%
Public Administration and Safety	1,050	2,307	119.7%	\$83,200.00	Highest group	133,197	175,427	31.7%
Education and Training	887	1,975	122.7%	\$65,000.00	Medium highest	200,447	274,673	37.0%
Retail Trade	966	2,147	122.3%	\$41,340.00	Medium lowest	270,679	294,654	8.9%
Accommodation and Food Services	749	1,612	115.2%	\$26,000.00	Medium lowest	151,748	194,199	28.0%
Arts and Recreation Services	308	614	99.4%	\$46,800.00	Medium lowest	43,022	53,851	25.2%
Administrative and Support Services	371	733	97.6%	\$57,200.00	Medium highest	82,151	98,394	19.8%
Other Services	424	923	117.7%	\$52,000.00	Medium highest	90,038	108,592	20.6%
Health Care and Social Assistance	1,773	3,643	105.5%	\$54,969.15	Medium highest	288,750	441,291	52.8%
Electricity, Gas, Water and Waste Services	136	275	102.2%	\$89,987.30	Highest group	27,336	35,664	30.5%
Financial and Insurance Services	216	446	106.5%	\$87,724.00	Highest group	103,979	127,765	22.9%
Transport, Postal and Warehousing	562	923	64.2%	\$64,948.00	Medium highest	116,667	145,957	25.1%
Agriculture, Forestry and Fishing	254	559	120.1%	\$54,764.42	Medium highest	56,204	66,268	17.9%
Information Media and Telecommunications	152	254	67.1%	\$73,662.84	Medium highest	49,681	49,358	-0.7%
Manufacturing	994	1,306	31.4%	\$65,647.24	Medium highest	267,761	218,964	-18.2%
Wholesale Trade	319	414	29.8%	\$66,252.37	Medium highest	112,999	88,748	-21.5%

Source: ABS Census of Population and Housing

Data quality statement: Cells in this table have been randomly adjusted to avoid the release of confidential data. No reliance should be placed on small cells.

Table 9.4.1b. Distribution of employment by sector and Aboriginal status

	2006	2011	2016	2021
Persons	%	%	%	%
Aboriginal				
Private Sector	84.6%	82.4%	81.8%	81.7%
Public Sector	15.5%	17.7%	18.2%	18.4%
State	8.2%	9.7%	10.4%	10.9%
Commonwealth	5.6%	5.8%	5.6%	5.2%
Local	1.7%	2.1%	2.2%	2.3%
Non-Aboriginal				
Private Sector	86.9%	86.2%	86.4%	85.7%
Public Sector	13.1%	13.7%	13.6%	14.3%
State	7.7%	8.4%	8.7%	9.5%
Commonwealth	4.1%	3.9%	3.5%	3.4%
Local	1.4%	1.5%	1.4%	1.5%

Source: ABS Census of Population and Housing

Table 9.4.1c. Distribution of employment by industry and Aboriginal status

Industry	Aboriginal (%)		Non-Aboriginal (%)	
	2011	2021	2011	2021
Health Care and Social Assistance	0.5%	0.5%	0.4%	0.3%
Public Administration and Safety	10.2%	12.3%	8.5%	9.8%
Construction	3.6%	4.3%	8.0%	8.9%
Retail Trade	0.7%	1.0%	1.4%	1.5%
Education and Training	9.7%	10.4%	5.5%	5.9%
Accommodation and Food Services	8.2%	8.9%	8.2%	9.2%
Manufacturing	9.0%	9.7%	11.1%	9.9%
Transport, Postal and Warehousing	6.9%	7.3%	6.2%	6.5%
Other Services	2.9%	2.8%	1.8%	1.8%
Professional, Scientific and Technical Services	3.4%	3.3%	3.4%	3.3%
Administrative and Support Services	3.9%	4.2%	3.7%	3.6%
Arts and Recreation Services	16.4%	16.5%	11.8%	14.8%
Agriculture, Forestry and Fishing	1.3%	1.2%	1.1%	1.2%
Wholesale Trade	2.0%	2.0%	4.3%	4.3%
Financial and Insurance Services	5.2%	4.2%	4.8%	4.9%
Information Media and Telecommunications	2.4%	2.5%	2.3%	2.2%
Rental, Hiring and Real Estate Services	1.4%	1.1%	2.0%	1.7%
Electricity, Gas, Water and Waste Services	9.2%	5.9%	11.0%	7.3%
Mining	3.0%	1.9%	4.6%	3.0%

Source: ABS Census of Population and Housing

Table 9.4.1d. Distribution of employment by occupation and Aboriginal status

Persons	2006	2011	2016	2021
	%	%	%	%
Aboriginal				
Community and Personal Service Workers	14.7%	16.3%	16.4%	16.8%
Professionals	14.8%	15.8%	16.2%	17.4%
Technicians and Trades Workers	15.0%	15.6%	14.6%	14.7%
Clerical and Administrative Workers	14.3%	13.9%	13.0%	12.0%
Labourers	15.7%	13.5%	12.9%	12.8%
Sales Workers	8.3%	8.5%	9.8%	8.9%
Managers	8.5%	8.4%	9.4%	10.5%
Machinery Operators and Drivers	8.8%	8.0%	7.6%	6.9%
Non-Aboriginal				
Professionals	21.4%	23.0%	23.8%	11.2%
Managers	13.9%	16.3%	13.9%	25.6%
Clerical and Administrative Workers	15.3%	14.8%	13.5%	12.9%
Technicians and Trades Workers	14.3%	14.2%	13.4%	12.7%
Community and Personal Service Workers	8.4%	9.3%	10.6%	8.9%
Sales Workers	10.3%	9.9%	9.8%	8.5%
Labourers	9.9%	9.0%	9.1%	14.3%
Machinery Operators and Drivers	6.6%	6.2%	5.9%	6.0%

Source: ABS Census of Population and Housing

Table 9.4.3. Number of employees within the Victorian Public Service in Management roles (VPS6 or equivalent and above), by Aboriginal status

	VPS Grade 6 and above (n)			Total staff at VPS Grade 6 and above	Total Public Service Headcount	VPS Grade 6 and above (%)			VPS staff by Aboriginal status		
	Aboriginal	Non-Aboriginal	No response ^(a)			Aboriginal	Non-Aboriginal	No response ^(a)	Aboriginal	Non-Aboriginal	No response ^(a)
2017	42	3,272	3,033	6,347	43,488	0.7%	51.6%	47.8%	8.8%	15.4%	13.9%
2018	59	2,622	4,379	7,060	47,458	0.8%	37.1%	62.0%	10.7%	19.1%	13.2%
2019	56	3,661	4,963	8,680	50,474	0.6%	42.2%	57.2%	9.2%	15.1%	19.4%
2020	62	2,577	6,480	9,119	50,032	0.7%	28.3%	71.1%	10.0%	21.0%	17.4%
2021	87	2,682	8,441	11,210	58,452	0.9%	24.4%	74.8%	12.8%	24.9%	18.0%
2022	120	5,295	9,356	14,771	56,339	0.8%	35.8%	63.3%	17.4%	30.5%	24.4%
2023	129	3,174	9,491	12,794	57,386	1.0%	24.8%	74.2%	18.3%	21.1%	22.8%
2024	125	3,698	7,815	11,638	57,345	1.1%	31.8%	67.2%	16.4%	20.0%	20.5%
2025	142	5,069	6,999	12,210	58,169	1.2%	41.5%	57.3%	17.9%	23.9%	19.3%

Source: Victorian Public Sector Commission internal records

Note: Includes VPS positions under non-VPS structures where the salary and/or position description is equivalent to VPS 6 or above

(a) *No response* includes individuals who chose not to respond to the question 'Are you Aboriginal and/or Torres Strait Islander?' or individuals who were not directly asked the question.

Table 9.4.2. Number of employees within the Victorian Public Service, by Aboriginal status

	Aboriginal (n)	Non-Aboriginal (n)	No response (n) ^(a)	Total Public Service Employees (n)	Aboriginal (%)	Non-Aboriginal (%)	No response(%) ^(a)
2017	478	21,232	21,778	<i>43,488</i>	1.1%	48.8%	50.1%
2018	553	13,714	33,191	<i>47,458</i>	1.2%	28.9%	69.9%
2019	607	24,296	25,571	<i>50,474</i>	1.2%	48.1%	50.7%
2020	620	12,248	37,164	<i>50,032</i>	1.2%	24.5%	74.3%
2021	682	10,791	46,979	<i>58,452</i>	1.2%	18.5%	80.4%
2022	688	17,354	38,297	<i>56,339</i>	1.2%	30.8%	68.0%
2023	705	15,026	41,655	<i>57,386</i>	1.2%	26.2%	72.6%
2024	760	18,502	38,083	<i>57,345</i>	1.3%	32.3%	66.4%
2025	793	21,182	36,194	<i>58,169</i>	1.4%	36.4%	62.2%

Source: Victorian Public Sector Commission internal records

(a) *No response* includes individuals who chose not to respond to the question 'Are you Aboriginal and/or Torres Strait Islander?' or individuals who were not directly asked the question.

Table 9.4.4a. Number of Aboriginal people participating on government boards

	2017				2018				2019			
	Aboriginal	Non-Aboriginal	PNTS	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing
Department of Education ^(a)	2	166	3	209	3	160	180	-	4	208	151	-
Department of Energy, Environment and Climate Action ^(b)	25	451	10	240	34	405	294	-	40	591	126	-
Department of Families, Fairness and Housing	-	-	-	-	-	-	-	-	-	-	-	-
Department of Health	20	1,401	65	3,228	17	1,500	3,139	-	14	1,494	2,877	-
Department of Jobs, Skills, Industry and Regions	12	428	12	229	10	442	204	-	15	548	82	-
Department of Justice and Community Safety	4	216	5	109	5	194	147	-	8	254	72	-
Department of Premier and Cabinet	13	87	1	118	9	101	115	-	9	96	69	-
Department of Transport	0	58	6	31	0	75	37	-	0	81	15	-
Department of Treasury and Finance	0	32	1	62	0	30	56	-	0	34	52	-
Total VPS	76	2,839	103	4,226	78	2,907	4,172	-	90	3,306	3,444	-

	2020				2021				2022			
	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing
Department of Education ^(a)	8	313	73	-	11	313	40	-	3	92	8	12
Department of Energy, Environment and Climate Action ^(b)	38	566	47	-	50	566	55	-	58	561	17	8
Department of Families, Fairness and Housing	-	-	-	-	7	107	85	-	6	112	61	29
Department of Government Services	-	-	-	-	-	-	-	-	3	98	6	8
Department of Health	14	1,538	2,867	-	13	1565	2867	-	11	1512	704	2095
Department of Jobs, Skills, Industry and Regions	19	549	53	-	25	643	23	-	35	714	50	19
Department of Justice and Community Safety	6	226	44	-	3	227	48	-	6	350	35	51
Department of Premier and Cabinet	1	56	36	-	2	23	41	-	5	41	16	15
Department of Transport and Planning	0	76	13	-	0	68	23	-	6	236	29	55
Department of Treasury and Finance	1	39	43	-	1	38	42	-	0	141	83	129
Total VPS	87	3,363	3,176	-	112	3,550	3,224	-	133	3857	1009	2421

	2023				2024				2025			
	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing
Department of Education ^(a)	3	151	8	9	3	149	5	3	7	135	6	2
Department of Energy, Environment and Climate Action ^(b)	66	559	10	11	61	556	13	4	71	534	15	8
Department of Families, Fairness and Housing	7	116	49	23	7	100	45	12	13	207	55	28
Department of Government Services	1	53	8	7	1	39	5	7	0	30	5	0
Department of Health	26	1680	698	1995	30	1807	543	1169	34	944	57	63
Department of Jobs, Skills, Industry and Regions	43	615	47	19	34	531	25	8	32	533	12	11
Department of Justice and Community Safety	7	361	32	49	8	376	28	34	7	279	10	9
Department of Premier and Cabinet	6	41	9	13	10	62	4	0	12	28	1	2
Department of Transport and Planning	5	196	27	26	10	254	41	14	6	232	36	12
Department of Treasury and Finance	0	120	93	101	0	134	90	105	1	148	90	106
Total VPS	164	3892	981	2253	164	4008	799	1356	183	3070	287	241

Source: Victorian Public Service Commission internal records

Note: *PNTS* indicates the response for Aboriginal status was 'Prefer not to say'. From 2018 "Not disclosed" category has been adopted indicating that board member did not disclose their Aboriginal and/or Torres Strait Islander status when asked

(a) excludes school councils

(b) excludes small committees

Table 9.4.4b. Proportion of Aboriginal people participating on government boards

	2017				2018				2019			
	Aboriginal	Non-Aboriginal	PNTS	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing
Department of Education ^(a)	0.5%	43.7%	0.8%	55.0%	0.9%	46.6%	52.5%	0.0%	1.1%	57.3%	41.6%	0.0%
Department of Energy, Environment and Climate Action ^(b)	3.4%	62.1%	1.4%	33.1%	4.6%	55.3%	40.1%	0.0%	5.3%	78.1%	16.6%	0.0%

Department of Families, Fairness and Housing	-	-	-	-	-	-	-	-	-	-	-	-
Department of Health	0.4%	29.7%	1.4%	68.5%	0.4%	32.2%	67.4%	0.0%	0.3%	34.1%	65.6%	0.0%
Department of Jobs, Skills, Industry and Regions	1.8%	62.8%	1.8%	33.6%	1.5%	67.4%	31.1%	0.0%	2.3%	85.0%	12.7%	0.0%
Department of Justice and Community Safety	1.2%	64.7%	1.5%	32.6%	1.4%	56.1%	42.5%	0.0%	2.4%	76.0%	21.6%	0.0%
Department of Premier and Cabinet	5.9%	39.7%	0.5%	53.9%	4.0%	44.9%	51.1%	0.0%	5.2%	55.2%	39.7%	0.0%
Department of Transport	0.0%	61.1%	6.3%	32.6%	0.0%	67.0%	33.0%	0.0%	0.0%	84.4%	15.6%	0.0%
Department of Treasury and Finance	0.0%	33.7%	1.1%	65.3%	0.0%	34.9%	65.1%	0.0%	0.0%	39.5%	60.5%	0.0%
Total VPS	1.0%	39.2%	1.4%	58.3%	1.1%	40.6%	58.3%	0.0%	1.3%	48.3%	50.4%	0.0%

	2020				2021				2022			
	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing
Department of Education ^(a)	2.0%	79.4%	18.5%	0.0%	3.0%	86.0%	11.0%	-	2.6%	80.0%	7.0%	10.4%
Department of Energy, Environment and Climate Action ^(b)	5.8%	86.9%	7.2%	0.0%	7.5%	84.4%	8.2%	-	9.0%	87.1%	2.6%	1.2%
Department of Families, Fairness and Housing	-	-	-	-	3.5%	53.8%	42.7%	-	2.9%	53.8%	29.3%	13.9%
Department of Government Services	-	-	-	-	-	-	-	-	2.6%	85.2%	5.2%	7.0%
Department of Health	0.3%	34.8%	64.9%	0.0%	0.3%	35.2%	64.5%	-	0.3%	35.0%	16.3%	48.5%
Department of Jobs, Skills, Industry and Regions	3.1%	88.4%	8.5%	0.0%	3.6%	93.1%	3.3%	-	4.3%	87.3%	6.1%	2.3%
Department of Justice and Community Safety	2.2%	81.9%	15.9%	0.0%	1.1%	81.7%	17.3%	-	1.4%	79.2%	7.9%	11.5%
Department of Premier and Cabinet	1.1%	60.2%	38.7%	0.0%	3.0%	34.8%	62.1%	-	6.5%	53.2%	20.8%	19.5%
Department of Transport	0.0%	85.4%	14.6%	0.0%	0.0%	74.7%	25.3%	-	1.8%	72.4%	8.9%	16.9%
Department of Treasury and Finance	1.2%	47.0%	51.8%	0.0%	1.2%	46.9%	51.9%	-	0.0%	39.9%	23.5%	36.5%
Total VPS	1.3%	50.8%	47.9%	0.0%	1.6%	51.6%	46.8%	-	1.8%	52.0%	13.6%	32.6%

	2023				2024				2025			
	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing	Aboriginal	Non-Aboriginal	Not disclosed	Missing
Department of Education ^(a)	1.8%	88.3%	4.7%	5.3%	1.9%	93.1%	3.1%	1.9%	4.7%	90.0%	4.0%	1.3%
Department of Energy, Environment and Climate Action ^(b)	10.2%	86.5%	1.5%	1.7%	9.6%	87.7%	2.1%	0.6%	11.3%	85.0%	2.4%	1.3%
Department of Families, Fairness and Housing	3.6%	59.5%	25.1%	11.8%	4.3%	61.0%	27.4%	7.3%	4.3%	68.3%	18.2%	9.2%
Department of Government Services	1.4%	76.8%	11.6%	10.1%	1.9%	75.0%	9.6%	13.5%	0.0%	85.7%	14.3%	0.0%
Department of Health	0.6%	38.2%	15.9%	45.4%	0.9%	50.9%	15.3%	32.9%	3.1%	86.0%	5.2%	5.7%
Department of Jobs, Skills, Industry and Regions	5.9%	84.9%	6.5%	2.6%	5.7%	88.8%	4.2%	1.3%	5.4%	90.6%	2.0%	1.9%
Department of Justice and Community Safety	1.6%	80.4%	7.1%	10.9%	1.8%	84.3%	6.3%	7.6%	2.3%	91.5%	3.3%	3.0%
Department of Premier and Cabinet	8.7%	59.4%	13.0%	18.8%	13.2%	81.6%	5.3%	0.0%	27.9%	65.1%	2.3%	4.7%
Department of Transport	2.0%	77.2%	10.6%	10.2%	3.1%	79.6%	12.9%	4.4%	2.1%	81.1%	12.6%	4.2%
Department of Treasury and Finance	0.0%	38.2%	29.6%	32.2%	0.0%	40.7%	27.4%	31.9%	0.3%	42.9%	26.1%	30.7%
Total VPS	2.2%	53.4%	13.5%	30.9%	2.6%	63.4%	12.6%	21.4%	4.8%	81.2%	7.6%	6.4%

Source: Victorian Public Service Commission internal records

Note: *PNTS* indicates the response for Aboriginal status was 'Prefer not to say'. From 2018 "Not disclosed" category has been adopted indicating that board member did not disclose their Aboriginal and/or Torres Strait Islander status when asked

(a) excludes school councils

(b) excludes small committees

Table 10.1.1. Estimated Total income for all employed Aboriginal Victorians, mid-point of 2021 census income ranges

Income range	Mid-point	Number of persons	Estimated Total Income
\$ per week	\$ per week	No.	\$million
Nil income	\$ -	4253	\$ -
\$1-\$149	\$ 75	1743	\$ 0.1
\$150-\$299	\$ 225	3202	\$ 0.7
\$300-\$399	\$ 350	4057	\$ 1.4
\$400-\$499	\$ 450	3970	\$ 1.8
\$500-\$649	\$ 575	3742	\$ 2.2
\$650-\$799	\$ 725	3258	\$ 2.4
\$800-\$999	\$ 900	3671	\$ 3.3
\$1,000-\$1,249	\$ 1,125	3786	\$ 4.3
\$1,250-\$1,499	\$ 1,375	2745	\$ 3.8
\$1,500-\$1,749	\$ 1,625	2192	\$ 3.6
\$1,750-\$1,999	\$ 1,875	1474	\$ 2.8
\$2,000-\$2,999	\$ 2,500	1975	\$ 4.9
\$3,000 - \$3,499	\$ 3,250	363	\$ 1.2
\$3500 or more	\$ 3,500	707	\$ 2.5
<i>Total weekly income</i>	..	..	\$ 34.8
Total annual income	..	..	\$ 1,811

Source: ABS Census of Population and Housing

Data quality statement: Cells in this table have been randomly adjusted to avoid the release of confidential data. No reliance should be placed on small cells.

Table 10.1.2a. Opportunity cost: Aboriginal gross income at parity minus actual, mid-point of 2021 census income ranges

Income range \$ per week	Mid-point \$ per week	Number of persons		Estimated Total Income	
		Aboriginal n	Non-Aboriginal n	Aboriginal \$	Non-Aboriginal \$
Nil income	\$ -	4253	456420	\$ -	\$ -
\$1-\$149	\$ 75	1743	178804	\$ 130,725.00	\$ 13,410,300.00
\$150-\$299	\$ 225	3202	254907	\$ 720,450.00	\$ 57,354,075.00
\$300-\$399	\$ 350	4057	386722	\$ 1,419,950.00	\$ 135,352,700.00
\$400-\$499	\$ 450	3970	391543	\$ 1,786,500.00	\$ 176,194,350.00
\$500-\$649	\$ 575	3742	372973	\$ 2,151,650.00	\$ 214,459,475.00
\$650-\$799	\$ 725	3258	361721	\$ 2,362,050.00	\$ 262,247,725.00
\$800-\$999	\$ 900	3671	432118	\$ 3,303,900.00	\$ 388,906,200.00
\$1,000-\$1,249	\$ 1,125	3786	477923	\$ 4,259,250.00	\$ 537,663,375.00
\$1,250-\$1,499	\$ 1,375	2745	361677	\$ 3,774,375.00	\$ 497,305,875.00
\$1,500-\$1,749	\$ 1,625	2192	318337	\$ 3,562,000.00	\$ 517,297,625.00
\$1,750-\$1,999	\$ 1,875	1474	227919	\$ 2,763,750.00	\$ 427,348,125.00
\$2,000-\$2,999	\$ 2,500	1975	390252	\$ 4,937,500.00	\$ 975,630,000.00
\$3000- \$3,499	\$ 3,250	363	92822	\$ 1,179,750.00	\$ 301,671,500.00
\$3,500 or more	\$ 3,500	707	168632	\$ 2,474,500.00	\$ 590,212,000.00
Total		41,138	4,872,770	\$ 34,826,350.00	\$ 5,095,053,325.00

	Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal
Mean income per person (\$ per week) ^(a)	..	..	\$ 846.57	\$ 1,045.62
Total current estimated income gap (\$ per annum) ^(a)	..	..	\$ 426,959,298.33	..
Employment to population ratio (%) ^(b)	58.5%	62.0%	..	..
Parity workforce (n) ^(c)	43,596	4,872,770	..	..
Additional Aboriginal workers at parity (n)^(c)	2,458	..	..	..
Additional estimated income gap with workforce at parity (\$ per annum)	..	..	\$ 134,012,360.98	..
Estimated economic impact (\$ per annum)	..	..	\$ 560,971,659.32	..

Source: ABS Census of Population and Housing

Data quality statement: Cells in this table have been randomly adjusted to avoid the release of confidential data. No reliance should be placed on small cells.

(a) For employed persons only.

(b) Source: Table I14, 2021 Census of Population and Housing, Aboriginal and Torres Strait Islander Peoples Profile (Catalogue number 2002.0): Victoria

(c) Parity workforce assumes equal employment to population ratios for Aboriginal and Non-Aboriginal Victorians.

Note: unable to determine mid-point of income range \$3,500 or more .