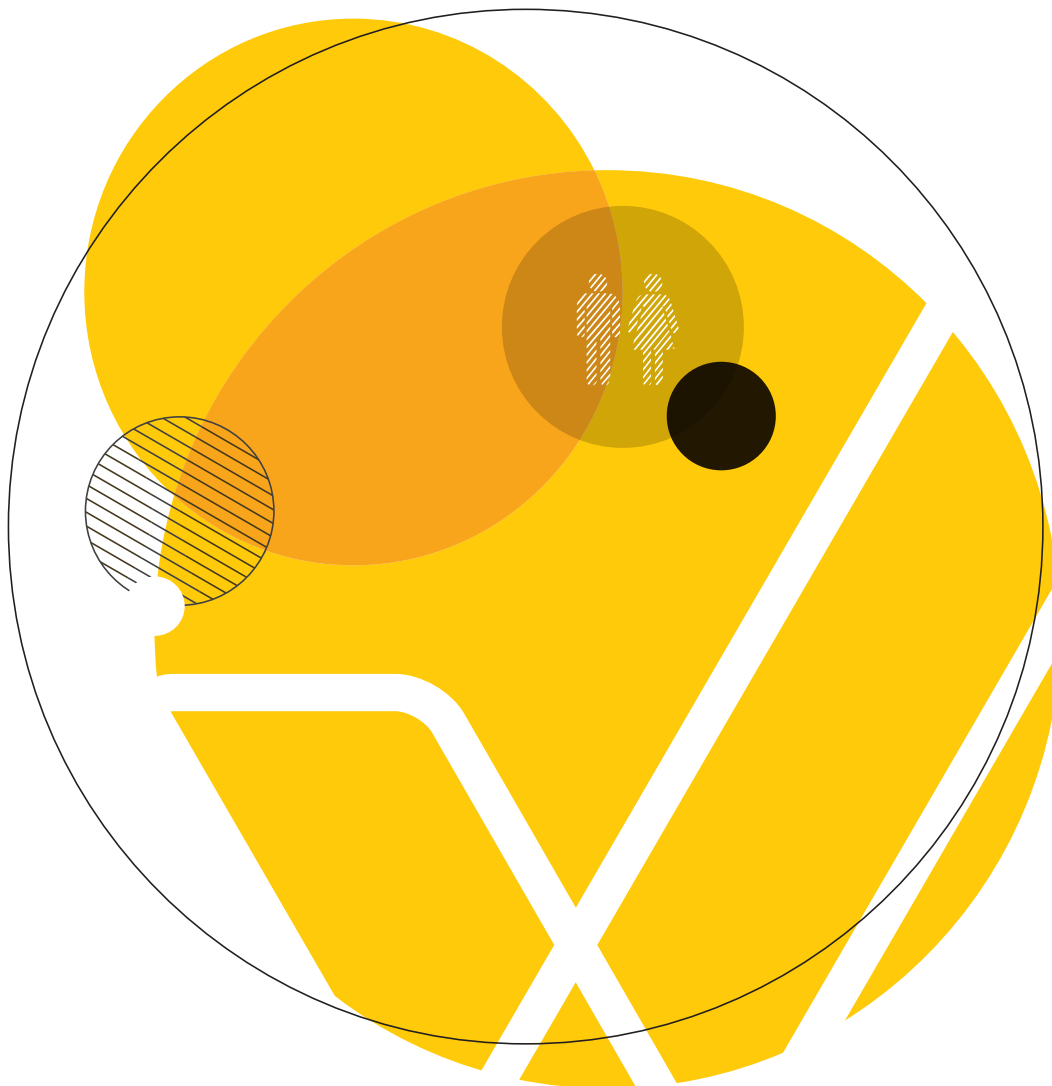


Australia's gender equality scorecard

Key findings from the Workplace Gender Equality Agency's 2015-16 reporting data

November 2016



About

About the Workplace Gender Equality Agency and its data

The Workplace Gender Equality Agency is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces in accordance with the *Workplace Gender Equality Act 2012 (the Act)*. The Agency's vision is for women and men to be equally represented, valued and rewarded in the workplace.

Under the Act, non-public sector employers with 100 or more employees must submit a report annually to the Agency against six gender equality indicators:

GEI 1: gender composition of the workforce

GEI 2: gender composition of governing bodies of relevant employers

GEI 3: equal remuneration between women and men

GEI 4: availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities

GEI 5: consultation with employees on issues concerning gender equality in the workplace

GEI 6: sex-based harassment and discrimination.

The Agency's dataset is based on 4,697 reports submitted on behalf of 12,433 employers in accordance with the Act for the reporting period 1 April 2015 to 31 March 2016. Around four million employees across Australia are covered – accounting for 40% of employees in Australia. Findings from the full dataset were released on 16 November 2016.

Note:

Percentages may not add to 100% due to rounding, or may exceed 100% where multiple responses were allowable.

Learn more

Visit data.wgea.gov.au to explore the data contained in this summary report in more detail.

On the Agency's website www.wgea.gov.au you can also view the public reports of reporting organisations.

Reporting organisations can access their confidential Competitor Analysis Benchmark Reports via www.wgea.gov.au by logging into the online portal using their AUSkey, where they can choose up to 12 comparison groups with which to compare their organisation's performance. An Insights Guide and a Technical User Manual are available on the site to help organisations interpret their results.

Introduction

The Workplace Gender Equality Agency's dataset is a world-leading resource, mapping the landscape of workplace gender equality in Australia to assist in illuminating a path forward.

Our 2015-16 dataset shows some encouraging signs – a continued downward trajectory of the gender pay gap and increased women's representation in leadership. But progress is modest at best.

Employers tell us that reporting to the Agency has prompted them to take a close look at their data and face up to their own gender equality 'hot spots' – whether it is rates of return to work after parental leave, representation of women in leadership or technical roles, or access to flexible work arrangements.

Ultimately, we will only see a significant shift in gender equality indicators across our dataset when employers take responsibility for improving outcomes in their own workplaces, encouraged and questioned by employees and by boards demanding evidence-based reporting and improvements.

WGEA dataset

4 million+
employees

4,697
reports

12,000+
employers

Composition by employment status

The Agency's dataset covers 40% of employees in Australia and comprises:



Data snapshot

Pay gap



23.1%

full-time total remuneration gender pay gap, with men earning on average \$26,853 a year more than women

Full-time work



69.1%

of men are employed full-time compared with

40.7%

of women

Pay equity



27.0%

of employers conducted a gender pay gap analysis

Gender equality action



70.7%

of employers have a gender equality policy and/or strategy in place

Industry segregation



60.9%

of employees work in an industry that is dominated by one gender

Support for caring



48.0%

of organisations offered paid primary carers' leave

Women on boards



24.7%

of board directors are women

Women in leadership



16.3%

of CEOs and

28.5%

of key management personnel are women

Manager appointments



57.4%

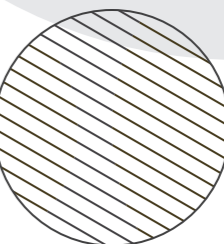
of manager-level appointments were awarded to men

Family or domestic violence



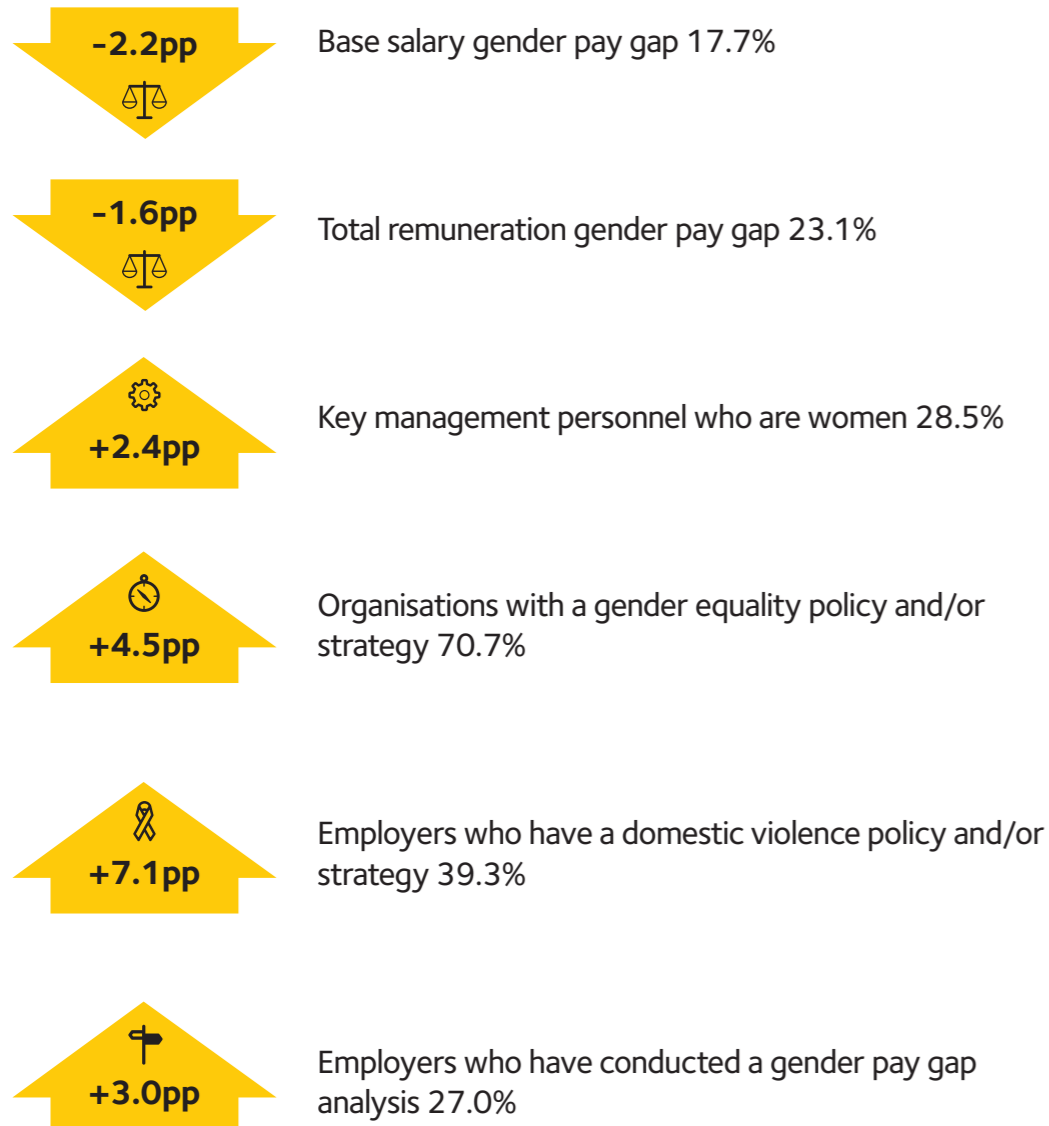
39.3%

of organisations have a family or domestic violence policy and/or strategy



Progress

Percentage point (pp) changes in the Agency's dataset from 2013-14.



Key findings

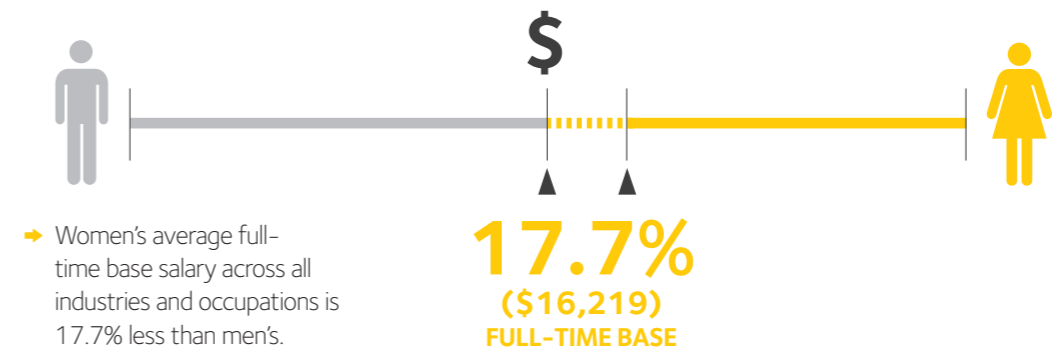
Gender pay gaps

Overall gender pay gap

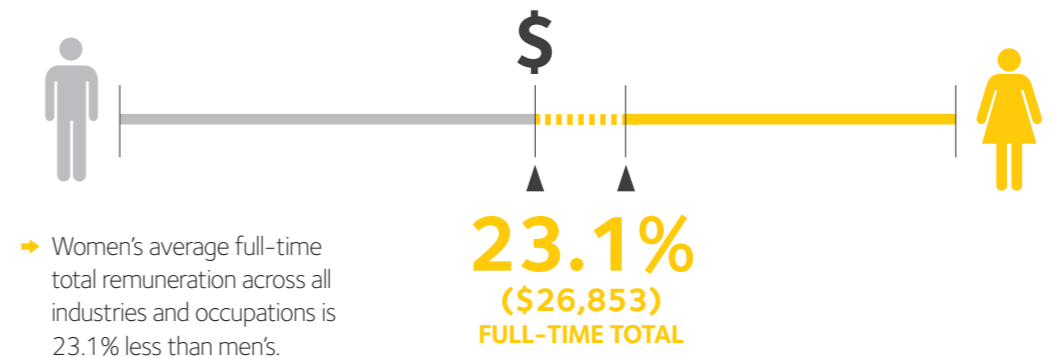
The overall gender pay gap (GPG) reflects a range of complex, inter-related factors including the concentration of women in low paying roles and industries and the concentration of men in the highest paying roles and industries.

We calculate gender pay gaps across the dataset by industry and by management and non-management categories, excluding CEO salaries. The Agency's gender pay gap data does not reflect comparisons of women and men in the same roles. Our data shows a gender pay gap in favour of men in every industry.

Base salary gender pay gap

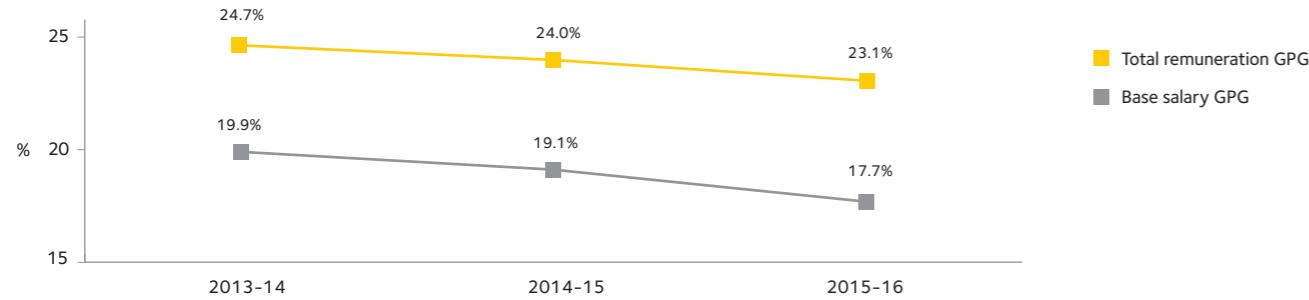


Total remuneration gender pay gap



Gender pay gap: the difference between the average male full-time earnings and average female full-time earnings expressed as a percentage of male earnings.

Chart 1: Change in base salary and total remuneration gender pay gaps



➤ Base salary and total remuneration gender pay gaps have reduced since 2013-14.

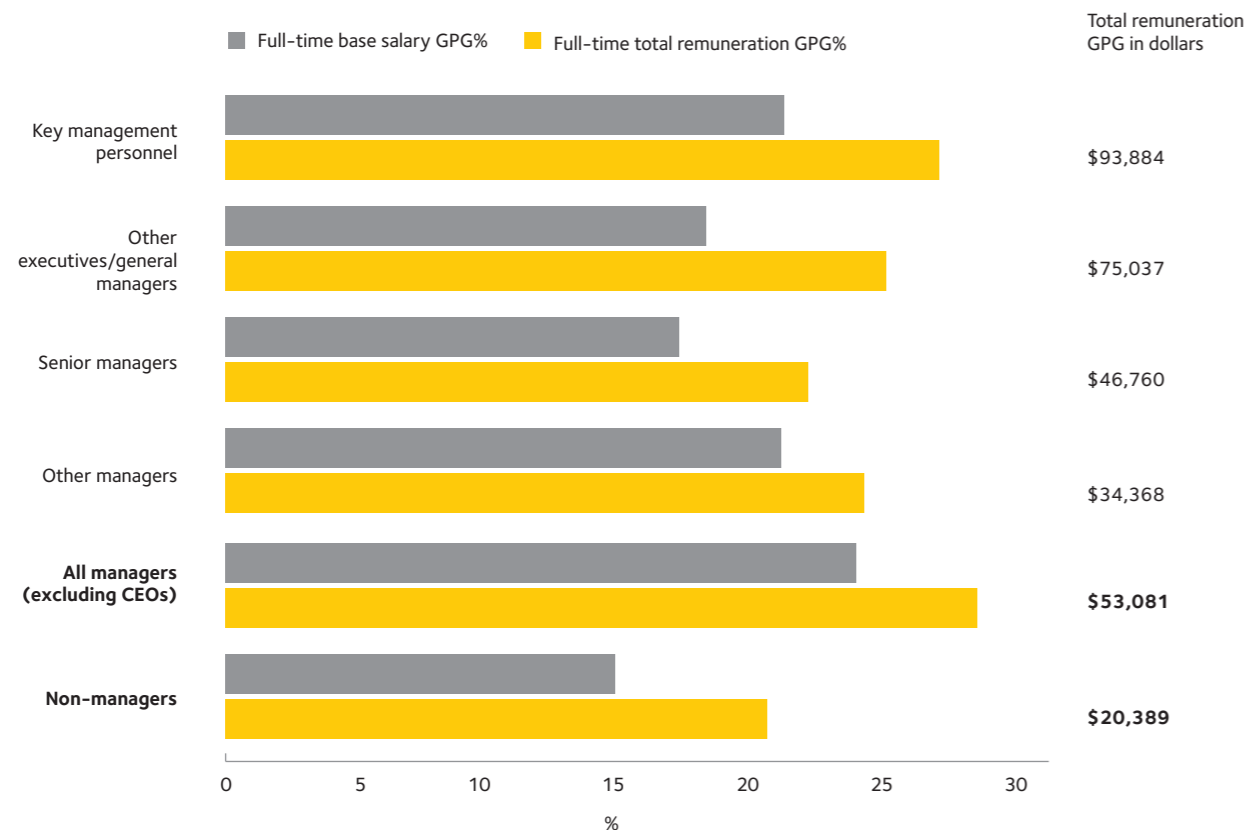
Gender pay gaps by manager category

Pay gaps increase with seniority

Gender pay gaps increase at higher levels of management. The high gap in total remuneration for key management personnel in part reflects the role of non-salary benefits, such as bonuses, in exacerbating the pay gap in favour of men in this management category.

Gender pay gaps are traditionally lower in non-manager categories due to less discretionary pay and greater reliance on awards and collective agreements.

Chart 2: Gender pay gap by management category



Gender pay gaps are calculated on full-time employees only, excluding CEOs and managers who report to someone overseas who is more senior than the CEO.

Gender pay gaps by industry

All industries have a pay gap in favour of men

- Financial and Insurance Services remains the industry with the highest total remuneration gender pay gap, although it has decreased since 2013-14.
- The gender pay gap decreased most sizeably in Administrative and Support Services.
- Construction and Rental, Hiring and Real Estate Services saw consecutive increases in gender pay gaps over the past two years.

Table 1: Total remuneration gender pay gap by industry

	2013-14 (%)	2014-15(%)	2015-16(%)	*
Financial and Insurance Services	36.1	35.0	33.5	↓
Rental, Hiring and Real Estate Services	25.6	28.4	29.3	↑
Construction	25.4	26.3	28.0	↑
Professional, Scientific and Technical Services	27.9	27.3	27.5	→
Information Media and Telecommunications	25.4	23.3	23.5	↓
Transport, Postal and Warehousing	22.6	21.4	21.9	→
Agriculture, Forestry and Fishing	21.6	20.9	21.8	→
Arts and Recreation Services	22.8	21.0	21.1	↓
Electricity, Gas, Water and Waste Services	19.3	21.5	20.0	→
Retail Trade	17.6	15.5	16.2	↓
Mining	17.2	17.6	15.8	↓
Administrative and Support Services	23.0	20.7	14.8	↓
Other Services	17.3	18.3	14.8	↓
Health Care and Social Assistance	16.4	18.1	14.7	↓
Manufacturing	14.9	14.1	14.2	→
Accommodation and Food Services	11.7	10.9	11.4	→
Public Administration and Safety	9.1	8.7	10.5	↑
Wholesale Trade	11.6	10.5	10.0	↓
Education and Training	9.6	9.3	9.4	→
All industries	24.7	24.0	23.1	

Gender pay gaps are calculated on full-time employees only, excluding CEOs and managers who report to someone overseas who is more senior than the CEO.
* Changes of at least + or - 1pp since 2013-14.

Workforce composition

Women in management

The most senior roles are heavily male-dominated

The representation of women declines steadily with seniority. However, the representation of women across all management categories has grown since 2013-14.

Chart 3: Proportion of women by management category



Female managers overall 37.4%

6.1% of all managers are employed on a part-time basis ↓

* Indicates change since 2013-14.

Women's representation on governing bodies



There has been a slight increase in the representation of women on governing bodies, but a decline in female chairs.

- ➔ The proportion of female directors was 24.7%, up from 23.6% in 2014-15.
- ➔ The proportion of female chairs was 12.9%, down from 14.2% in 2014-15.
- ➔ The proportion of boards that had a target for gender composition was 12.7%.

Appointments and promotions

A higher proportion of men are appointed and promoted to manager positions than women. However, as women currently represent 37.4% of managers; they are being appointed and promoted at a proportionately higher rate than their current representation.

Table 2: Proportion of women and men appointed or promoted by management status

	Manager (%)		Non-Manager (%)		Total (%)	
	Female	Male	Female	Male	Female	Male
Appointments	42.6	57.4	51.0	49.0	50.5	49.5
Promotions	44.1	55.9	49.0	51.0	47.8	52.2

Women's representation in non-management occupations

Women make up 51.0% of all non-manager roles and are concentrated in traditionally female occupations including community and personal service and clerical and administrative.

Table 3: Percentage of women in non-management occupations

Non-management occupations	% women
Clerical and administrative	75.1
Community and personal service	71.5
Sales	59.6
Professionals	53.4
Other	40.8
Labourers	31.3
Machinery operators and drivers	11.9
Technicians and trade	11.6

Women in management by industry

Most industries show little movement in the representation of women in management since 2013-14. Administrative and Support Services showed the largest decline in the representation of women in management, while Wholesale Trade showed the largest increase.

Women represent the majority of managers in only one industry, Health Care and Social Assistance.

Table 4: Percentage of women in management by industry

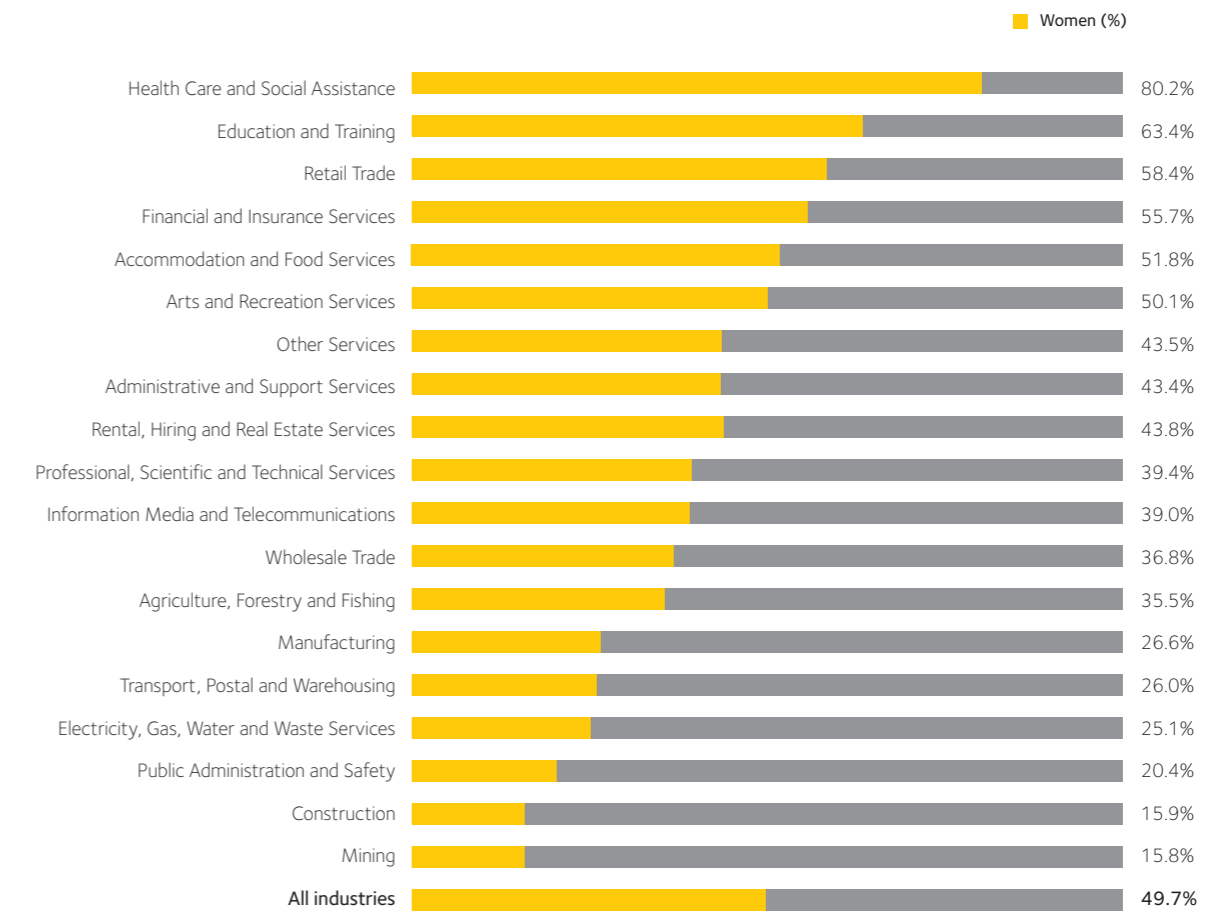
Industry	2013-14 (%)	2014-15 (%)	2015-16 (%)	*
Health Care and Social Assistance	69.3	70.3	70.2	—
Education and Training	48.4	49.2	49.7	↑
Retail Trade	46.3	47.0	47.9	↑
Accommodation and Food Services	47.7	44.4	44.3	↓
Administrative and Support Services	49.8	49.2	43.1	↓
Other Services	39.5	38.8	38.4	↓
Financial and Insurance Services	37.3	37.9	37.8	—
Arts and Recreation Services	32.2	33.5	33.8	↑
Rental, Hiring and Real Estate Services	32.5	32.6	32.9	—
Professional, Scientific and Technical Services	30.9	31.6	32.5	↑
Information Media and Telecommunications	31.0	32.0	32.4	↑
Wholesale Trade	22.3	23.8	27.0	↑
Transport, Postal and Warehousing	23.7	23.7	24.6	—
Manufacturing	21.2	21.4	22.5	↑
Electricity, Gas, Water and Waste Services	19.8	21.5	22.2	↑
Agriculture, Forestry and Fishing	16.7	17.0	17.7	↑
Public Administration and Safety	16.9	16.8	16.7	—
Mining	14.0	14.6	15.3	↑
Construction	10.8	10.9	10.9	—

*Changes of at least + or - 1pp since 2013-14.

Industry segregation

Across the workforce, many industries are dominated by employees of one gender.

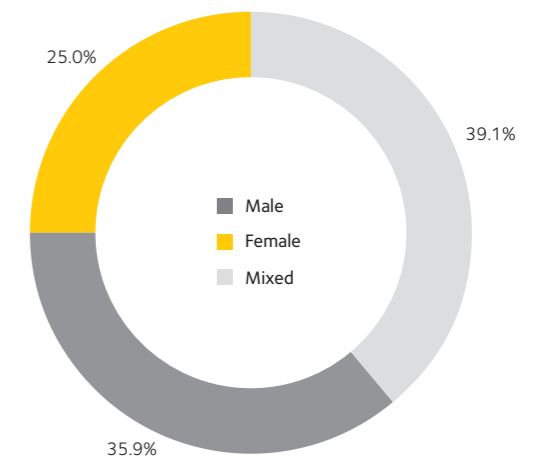
Chart 4: Gender composition by industry



Workforce composition by gender dominance

Around six in 10 employees work in industries that are dominated by one gender.

Chart 5: Proportion of workforce working in male, female and mixed-industries



Graduate and apprentice composition

The composition of graduates by industry suggests little change to current industry gender composition patterns – it closely matches the industry composition for 16 of the 19 industry categories.

- There are 35,855 apprentices and 19,612 graduates in the 2015-16 dataset. Apprenticeships represented in the dataset are heavily male-dominated, with only 4,801 females (13.4%).
- The 9,276 female graduates represent nearly half (47.3%) of all graduates.
- Apprenticeship gender composition was heavily male-dominated in all industries except Health Care and Social Assistance.

Table 5: New female graduates and apprentices entering industries

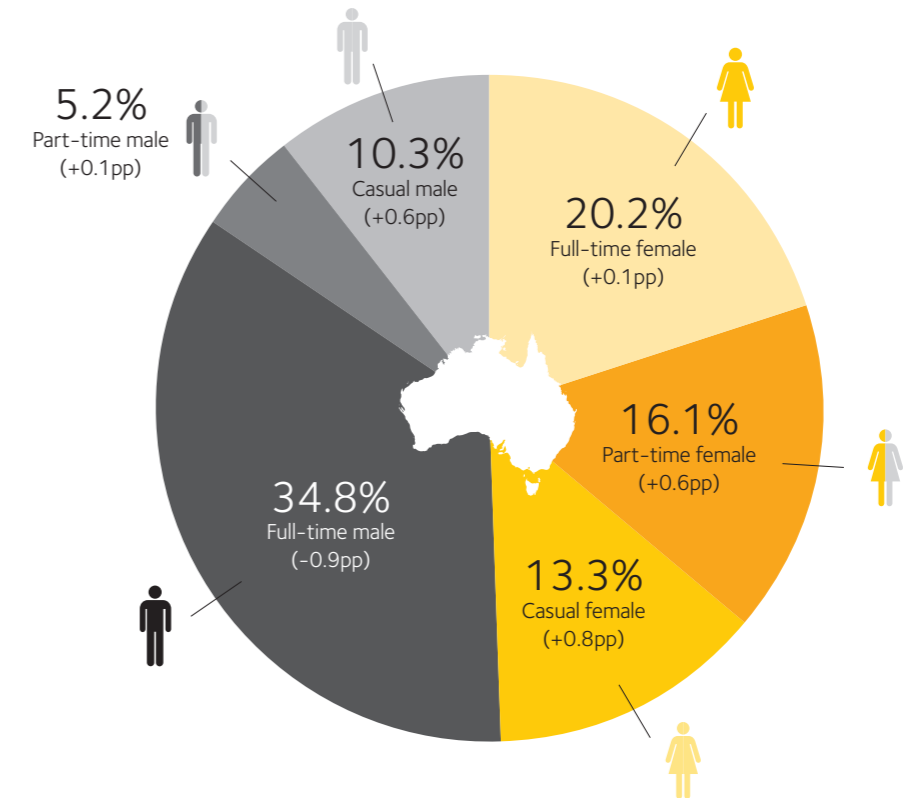
Female Dominated Mixed Male Dominated

Industry	Industry gender dominance	Female graduates (%)	Female apprentices (%)
Health Care and Social Assistance	Female Dominated	87.7	72.1
Education and Training	Female Dominated	69.3	21.0
Administrative and Support Services	Mixed	65.3	5.5
Retail Trade	Mixed	48.0	7.7
Accommodation and Food Services	Mixed	45.2	38.5
Financial and Insurance Services	Mixed	43.3	34.8
Rental, Hiring and Real Estate Services	Mixed	41.8	14.7
Arts and Recreation Services	Mixed	41.2	31.0
Other Services	Mixed	38.1	10.6
Professional, Scientific and Technical Services	Male Dominated	43.1	11.3
Information Media and Telecommunications	Male Dominated	39.0	3.3
Mining	Male Dominated	33.9	10.1
Agriculture, Forestry and Fishing	Male Dominated	33.6	14.9
Manufacturing	Male Dominated	32.9	4.1
Wholesale Trade	Male Dominated	31.4	2.9
Electricity, Gas, Water and Waste Services	Male Dominated	29.0	6.1
Transport, Postal and Warehousing	Male Dominated	21.8	9.5
Construction	Male Dominated	20.7	2.1
Public Administration and Safety	Male Dominated	19.6	1.9
All industries	Mixed	47.3	13.4

Workforce by employment status

Chart 6: Workforce composition by gender and employment status

pp represents percentage point changes from 2014-15 to 2015-16



The Agency's 2015-16 dataset covers an additional 50,482 employees compared to 2014-15. This increase has been recorded in female-dominated (Health Care and Social Assistance) and mixed industries (Retail Trade and Administrative Support Services), with a reduction in employee numbers in male-dominated industries (Mining, Construction, Manufacturing). Our dataset shows a decline in full-time permanent employment and growth in casual employment.

Chart 7: Female employees by employment status

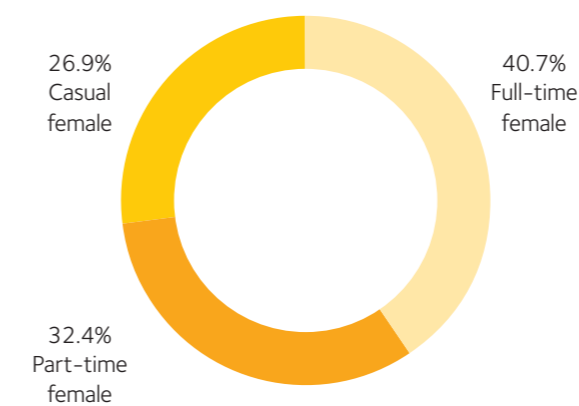
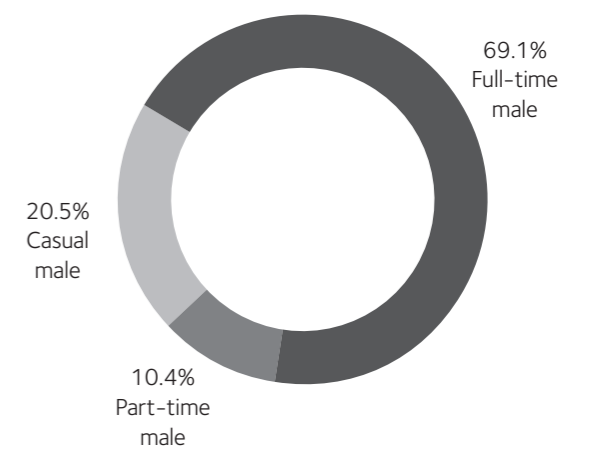


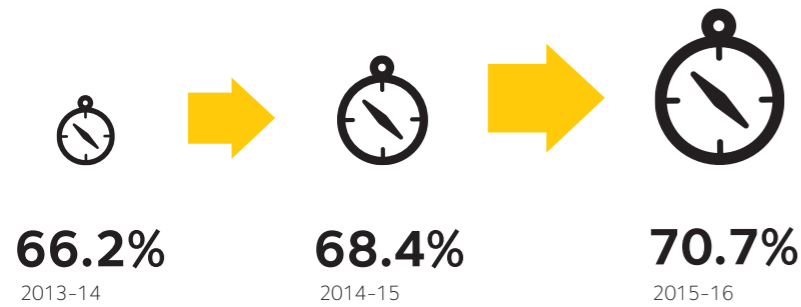
Chart 8: Male employees by employment status



Employer action on gender equality

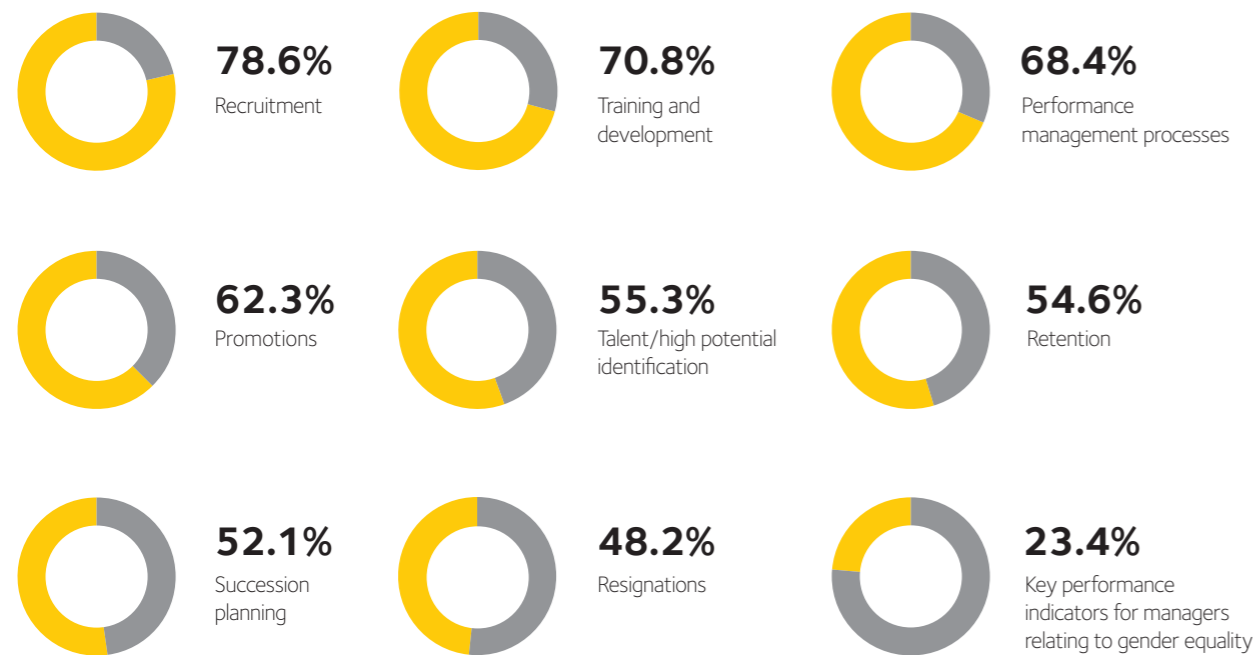
The data suggests improvements in employer action on workplace gender equality in a number of areas

Encouragingly, there has been an increase in the proportion of organisations with an overall gender equality policy and/or strategy from 66.2% in 2013-14 to 70.7% in 2015-16.



Organisations also report having targeted policies and/or strategies in place to support gender equality through their human resources functions. Fewer than one in four organisations link key performance indicators for managers to gender equality.

Chart 9: Percentage of policies and/or strategies supporting specific human resource functions



Action on pay equity

- 27.0% of organisations reported a remuneration gap analysis had been conducted, compared with 26.3% in 2014-15.
- An increasing number of organisations are taking action as a result of their remuneration gap analysis (56.0%, up from 50.7%).
- More organisations are reporting pay equity metrics to the governing body (14.4%, up from 9.7%) and to the executive (25.4%, up from 19.4%).



Flexible working

- 62.9% of organisations have either a policy and/or strategy for flexible working arrangements, up from 60.2% in 2014-15.
- Organisations were more likely to offer formal arrangements around: part-time, job-sharing and leave; but informal arrangements for flexible hours, time-in-lieu, compressed working weeks and telecommuting.



Support for employees with caring responsibilities

- 53.5% of employers offered non-leave based measures to support employees with caring responsibilities (down from 56.4%).
- The most common non-leave based measure was breastfeeding facilities (28.7%).
- Provision of employer-funded childcare was low, with 5.1% of employers offering on-site childcare and 3.1% offering employer-subsidised childcare.
- 4.0% of employers offered a return to work bonus, while 8.3% offered coaching for employees returning to work from parental leave.



Parental leave

- The proportion of organisations offering paid leave for primary and secondary carers has remained stable since 2013-14, with a decline in the average length of primary carers' leave offered.
- 48.0% of organisations offer paid primary carers' leave while 36.2% offer paid secondary carers' leave.
- Primary carers' leave: average of 9.7 weeks paid primary carers' leave offered as a minimum, which is down from 11 weeks in 2014-15.
- Secondary carers' leave: average of 1.5 weeks paid secondary carers' leave offered as a minimum, which is the same as 2014-15.
- 7.6% of all employees on parental leave ceased employment while on parental leave.



Family or domestic violence

- 39.3% of organisations have a domestic violence policy and/or strategy, up from 34.9% in 2014-15.
- 74.8% of organisations offer support to employees experiencing family or domestic violence through a range of measures. The most common measures were employee assistance programs, access to paid and/or unpaid leave (52.6%), flexible working arrangements (48.6%) and referral services (26.9%).
- 11.0% of organisations train key staff to handle cases where employees experience domestic violence.



Sex-based harassment

- There has been an increase in the number of employers conducting management training on sex-based harassment prevention, from 81.5% in 2014-15 to 83.8% in 2015-16.
- 97.7% of employers have a policy and/or strategy on prevention of sex-based harassment.

Research and resources

The Agency has a range of research and resources on our website to help employers promote and improve gender equality.

Visit www.wgea.gov.au to learn about employer best practice and download practical tools to increase gender equality in your workplace.

You can find helpful toolkits and research on the following topics:

- Setting gender targets
- Creating a gender equality strategy
- Analysing and addressing pay gaps
- Pay equity for small businesses
- Flexibility strategies and implementation
- Gender equality statistics
- Industry and occupational gender segregation
- Business case for gender equality



Drill down into our data at data.wgea.gov.au to compare how industries are performing on gender equality.



WGEA Data Explorer

Explore the data for yourself at data.wgea.gov.au

WGEA data for 2015-16 covers more than four million employees in Australia.

You can explore the data across detailed industry classifications and compare gender pay gaps, workforce composition and employer action on gender equality.

Advice and assistance

For further advice and assistance, please contact:

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Sydney NSW 2000

t: 02 9432 7000 or 1800 730 233

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