



Australian Government



Workplace
Gender Equality
Agency

Australia's gender equality scorecard

Key findings from the Workplace Gender Equality Agency's 2017-18 reporting data

November 2018



About the Workplace Gender Equality Agency's dataset

The Workplace Gender Equality Agency (WGEA, the 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 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 4,644 reports submitted in accordance with the Act for the reporting period 1 April 2017 to 31 March 2018. Over four million employees across Australia are covered, which accounts for more than 40% of employees in Australia. Findings from the full dataset were released on 13 November 2018.

WGEA dataset

4.1 million
employees (4,156,340)

Since 2013-14, there has been an increase of 264,440 employees covered in our dataset.

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



50.1%
Women

49.9%
Men

Full-time employees
53.7%

Part-time employees
21.6%

Casual employees
24.7%

Progress update

Insights from five years of data

This year marks the fifth year of reporting on data collected from Australian employers in the private sector. The results of our latest dataset emphasise the importance of measuring workplace gender equality. Our data shows that change is happening in Australian workplaces. In some areas, it is happening quickly. In others, it is far too slow.



The gender pay gap continued its downward trend, which is great. However, men still out-earn women, on average, by 21.3%. Pay gaps persist in every industry, occupation and manager category.

Our data also shows clear evidence that employer action has delivered real results. There were increases in the number of employers analysing their remuneration data for pay gaps and embracing policies or strategies to improve gender equality in areas such as succession planning, talent identification, retention, promotions and linking manager KPIs to gender equality outcomes. The strong pipeline of women into management has strengthened and over seven in ten employers now have either a policy or strategy in place to support gender equality or promote flexible work.

It is gratifying to report such positive outcomes but the Agency's data also shows that more effort is still required in some areas.

Last year, our data identified an "action gap". Organisations have policies and strategies in place, but they are not making managers accountable for embedding them in their workplaces. Regrettably, this gap has not narrowed. Although more employers are analysing their pay data, over 40% of those who did took no action.

There are a few other problem areas. Access to parental leave has ground to a halt. Although the proportion of women in management has increased, most senior roles, especially at the CEO level, are still dominated by men. Again this year, there is virtually no improvement in the number of women around Australia's boardroom tables. Just over 35% of the boards and governing bodies in our dataset have no female members.

Despite this frustrating lack of progress in some areas, the many positive trends in our data make me ever hopeful and optimistic about the increasing momentum for gender equality in Australia's workplaces.

This 2018 gender equality scorecard offers Australia a snapshot of our 2017-18 data. I encourage you to explore this unique national resource further by visiting data.wgea.gov.au. It will be well worth your visit!



Libby Lyons
Director

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Advice and assistance


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WGEA 2017-18 Data Snapshot

Over \$25k gender pay gap

Largest single-year drop in the gender pay gap for five years (**down 1.1pp to 21.3%**). Men still take home **\$25,717** a year more than women on average.

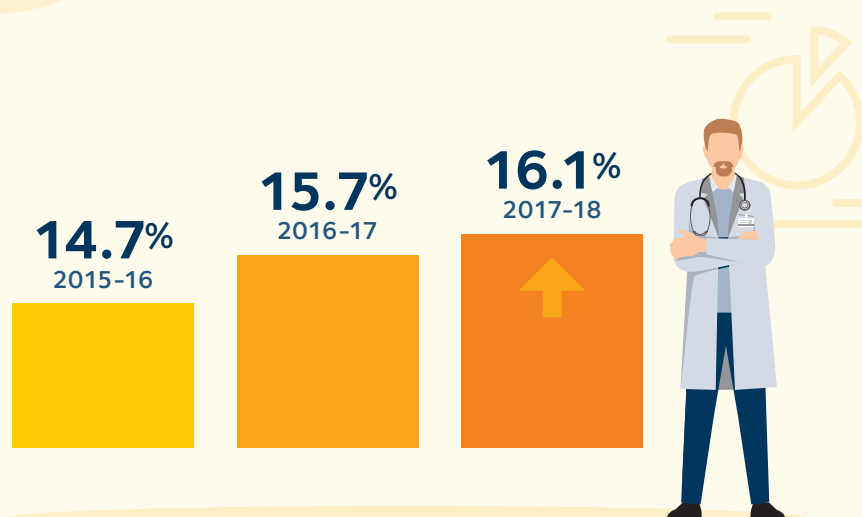


Construction pay gap increases

At 29.4%, Construction saw a **2.0pp increase in the gender pay gap**. Financial and Insurance Services still has the highest pay gap (30.3%) although it has declined steadily over the five-year dataset.

Health pay gap increases again

Gender pay gap in favour of men increases for the second year running in Australia's most female-dominated industry (**up 1.4pp from 14.7% in 2015-16 to 16.1% in 2017-18**).



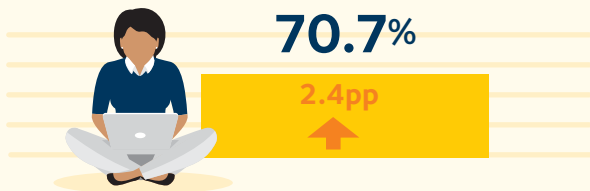
Women's promotions continue to rise

Women now comprise **39.1% of all managers**, with 43.3% of manager appointments in 2017-18 going to women.



Gender balance remains static at the top

Female CEOs increased slightly by 0.6pp to 17.1% and female representation on boards crept up by **0.9pp to 25.8%**.



Employers supporting flexible work

More employers have a policy or strategy for flexible working (**up 2.4pp to 70.7%**), but only 5.2% have set targets for employee engagement.



Pay equity analysis on the rise

There was a 4 percentage point increase in organisations analysing pay data (**up to 41.6%**). However, over 40% of those employers took no action to close the gap



Employer focus on gender equality increases

Almost **75%** of employers have an overall gender equality strategy or policy (up 2.8pp). However, **only 31.4% have implemented KPIs** for managers relating to gender equality outcomes.

Gender pay gap

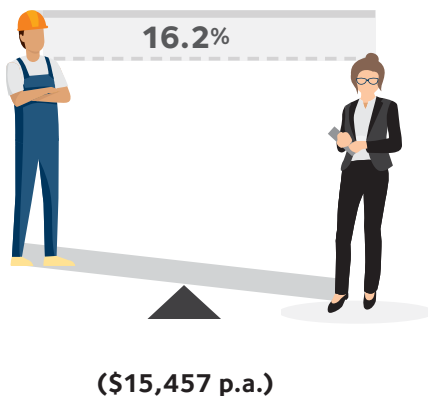
A gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings.

The WGEA dataset includes gender pay gaps by industry and by manager category and non-manager occupation. It includes superannuation, bonuses and other additional payments. Gender pay gaps across the WGEA dataset are an indicator of women's overall position in the workforce and **do not compare like-for-like roles**.

Gender pay gaps are influenced by a number of factors including discrimination and bias, women and men working in different industries and jobs, women's disproportionate share of unpaid caring and domestic work, the under-representation of women in senior roles, the lack of workplace flexibility and greater time out of the workforce by women. All gender pay gaps are based on full-time employees only, excluding CEO

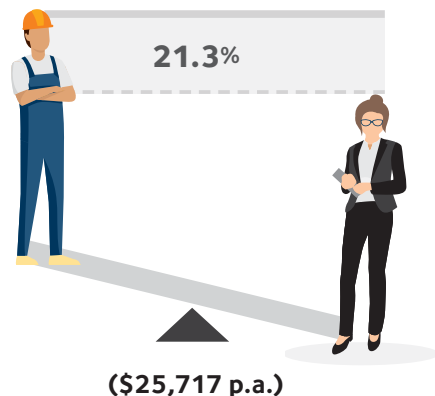
Base salary gender pay gap

Women's average full-time base salary across all industries and occupations is 16.2% less than men's (\$15,457 p.a.).



Total remuneration gender pay gap

Women's average full-time total remuneration across all industries and occupations is 21.3% less than men's (\$25,717 p.a.).



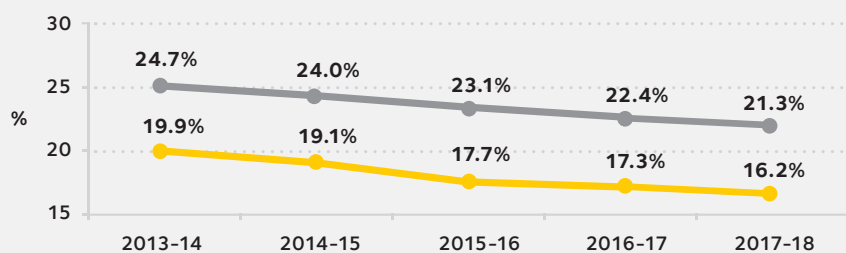
Gender pay gaps continue downward trend

Base salary and total remuneration gender pay gaps have declined year-on-year since 2013-14. The 2017-18 period saw the largest single-year drop in the total remuneration gender pay gap since the WGEA started collecting data.

Chart 1

Change in full-time base salary and total remuneration gender pay gaps (GPG)

- Total remuneration GPG
- Base salary GPG



Gender pay gaps by manager category and non-manager occupation

Gender pay gaps favour men across all levels of the workforce

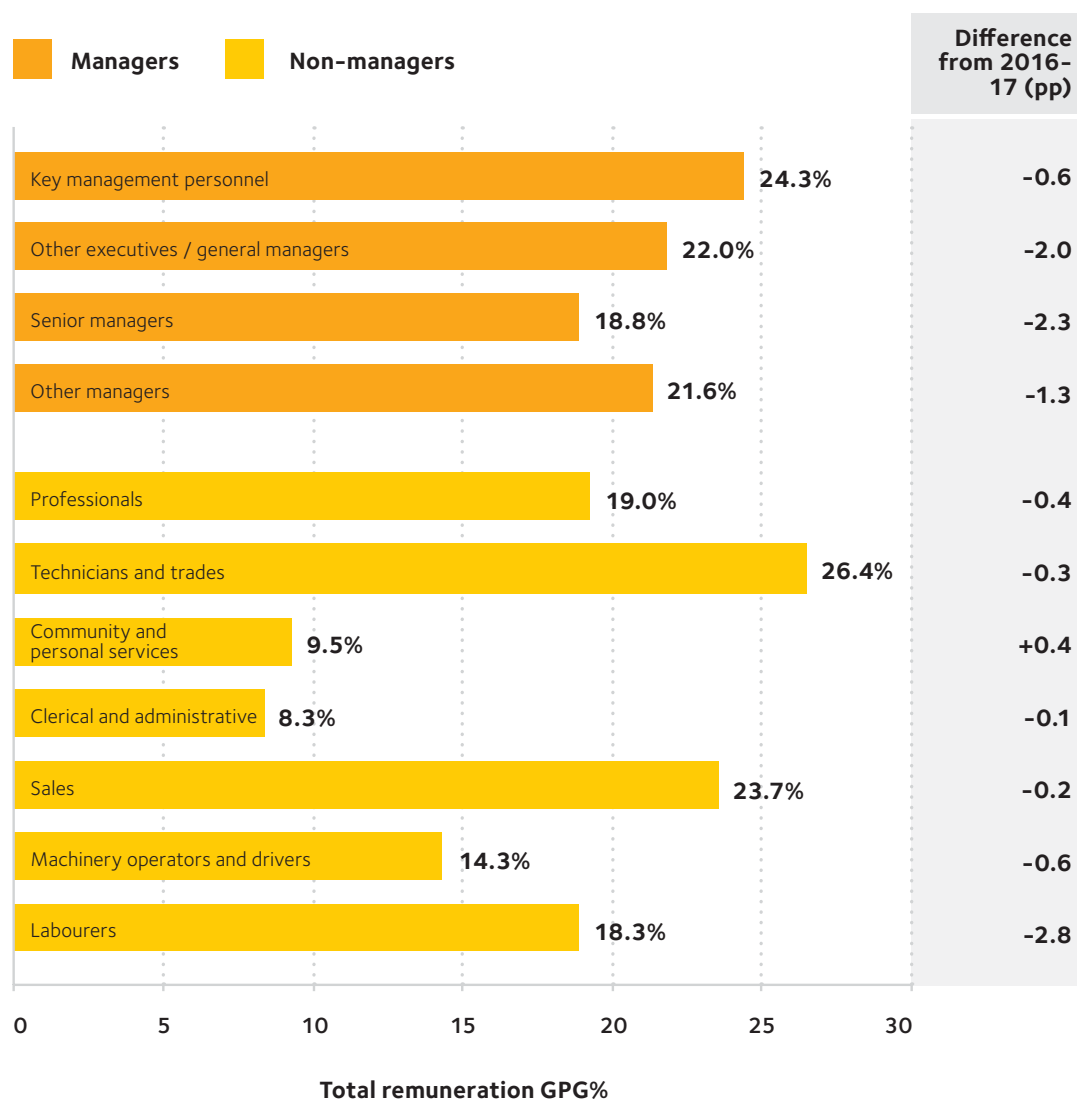
There continues to be a gender pay gap in every industry and occupation. Every manager category and non-manager occupation also shows a gender pay gap favouring men for full-time employees.

Gender pay gaps are influenced by a range of factors including non-salary benefits such as bonuses at senior levels, reliance on awards and collective agreements in some occupations and concentration of women and men in different industries.

The gender pay gap has declined in all manager categories over the past 12 months with the the largest decrease at the senior management level. There has also been a decrease in every non-manager occupation with the exception of Community and personal services which saw a slight increase of 0.4pp. The occupation with the largest fall in its gender pay gap this year was Labourers with a 2.8pp decrease.

Chart 2

Full-time total remuneration gender pay gap by manager category and non-manager occupation



Gender pay gaps by industry

All industries have a gender pay gap in favour of men

Financial and Insurance Services remains the industry with the highest total remuneration gender pay gap at 30.3%. However, it has decreased year-on-year since 2013-14.

Construction has now replaced Rental, Hiring and Real Estate Services as the industry with the second-highest gender pay gap at 29.4%. There was a 5.1pp decline in the gender pay gap in Rental, Hiring and Real Estate Services to 26.3% - the largest single drop of any industry sector.

The female-dominated industry of Health Care and Social Assistance saw its second annual increase in its gender pay gap (up 1.4pp from 14.7% in 2015-16 to 16.1% in 2017-18).

Table 1

Total remuneration gender pay gap by industry, ranked from highest to lowest

| Industry | 2013-14 | 2014 - 15 | 2015 - 16 | 2016-17 | 2017-18 | * |
|---|---------|-----------|-----------|---------|-------------|---|
| Financial and Insurance Services | 36.1 | 35.0 | 33.5 | 31.9 | 30.3 | ▼ |
| Construction | 25.4 | 26.3 | 28.0 | 27.4 | 29.4 | ▲ |
| Rental, Hiring and Real Estate Services | 25.6 | 28.4 | 29.3 | 31.4 | 26.3 | ▼ |
| Agriculture, Forestry and Fishing | 21.6 | 20.9 | 21.8 | 25.7 | 23.7 | ▼ |
| Professional, Scientific and Technical Services | 27.9 | 27.3 | 27.5 | 25.4 | 23.7 | ▼ |
| Information Media and Telecommunications | 25.4 | 23.3 | 23.5 | 22.7 | 21.8 | ▼ |
| Other Services | 17.3 | 18.3 | 14.8 | 15.7 | 19.9 | ▲ |
| Transport, Postal and Warehousing | 22.6 | 21.4 | 21.9 | 21.8 | 19.5 | ▼ |
| Arts and Recreation Services | 22.8 | 21.0 | 21.1 | 20.5 | 19.0 | ▼ |
| Electricity, Gas, Water and Waste Services | 19.3 | 21.5 | 20.0 | 18.7 | 16.1 | ▼ |
| Health Care and Social Assistance | 16.4 | 18.1 | 14.7 | 15.7 | 16.1 | ▲ |
| Retail Trade | 17.6 | 15.5 | 16.2 | 16.3 | 15.5 | ▼ |
| Mining | 17.2 | 17.6 | 15.8 | 14.7 | 14.0 | ▼ |
| Manufacturing | 14.9 | 14.1 | 14.2 | 13.9 | 13.8 | ▼ |
| Administrative and Support Services | 23.0 | 20.7 | 14.8 | 15.9 | 13.7 | ▼ |
| Accommodation and Food Services | 11.7 | 10.9 | 11.4 | 11.9 | 12.4 | ▲ |
| Education and Training | 9.6 | 9.3 | 9.4 | 10.6 | 9.7 | ▼ |
| Wholesale Trade | 11.6 | 10.5 | 10.0 | 9.8 | 8.5 | ▼ |
| Public Administration and Safety | 9.1 | 8.7 | 10.5 | 9.2 | 4.9 | ▼ |
| ANZSIC (All) | 24.7 | 24.0 | 23.1 | 22.4 | 21.3 | ▼ |

*Movement since 2016-17

Gender pay gaps by industry – average \$ amounts

All industries have a gender pay gap in favour of men

Although all industries have gender pay gaps in favour of men, the actual dollar amounts vary widely between industries.

The large differences between the total remuneration and base salary gender pay gap in the Financial and Insurance Services, Construction and Rental, Hiring and Real Estate Services industries suggest additional payments such as bonuses and commissions are a factor.

Table 2

Pay gaps by industry, ranked from highest to lowest by the difference in average total remuneration (\$)

| Industry | Base salary GPG (%) | Difference in average base salary | Total remuneration GPG (%) | Difference in average total remuneration |
|---|---------------------|-----------------------------------|----------------------------|--|
| Financial and Insurance Services | 23.1 | \$27,353 | 30.3 | \$48,884 |
| Construction | 24.3 | \$26,454 | 29.4 | \$39,950 |
| Rental, Hiring and Real Estate Services | 17.8 | \$17,673 | 26.3 | \$35,474 |
| Professional, Scientific and Technical Services | 20.1 | \$22,738 | 23.7 | \$32,289 |
| Information Media and Telecommunications | 19.1 | \$20,548 | 21.8 | \$29,451 |
| Agriculture, Forestry and Fishing | 20.7 | \$16,608 | 23.7 | \$23,564 |
| Mining | 10.6 | \$12,993 | 14.0 | \$23,465 |
| Electricity, Gas, Water and Waste Services | 11.4 | \$12,661 | 16.1 | \$22,633 |
| Transport, Postal and Warehousing | 15.9 | \$13,753 | 19.5 | \$21,923 |
| Other Services | 13.9 | \$11,804 | 19.9 | \$21,070 |
| Arts and Recreation Services | 17.7 | \$15,452 | 19.0 | \$18,946 |
| Health Care and Social Assistance | 14.4 | \$12,509 | 16.1 | \$16,427 |
| Manufacturing | 9.8 | \$8,192 | 13.8 | \$14,541 |
| Retail Trade | 10.3 | \$6,956 | 15.5 | \$12,958 |
| Education and Training | 7.9 | \$8,065 | 9.7 | \$11,650 |
| Administrative and Support Services | 14.5 | \$10,281 | 13.7 | \$11,530 |
| Accommodation and Food Services | 11.5 | \$7,906 | 12.4 | \$9,840 |
| Wholesale Trade | 5.2 | \$4,111 | 8.5 | \$8,501 |
| Public Administration and Safety | 1.2 | \$842 | 4.9 | \$4,407 |
| ANZSIC (All) | 16.2 | \$15,456 | 21.3 | \$25,716 |

Employer action on gender equality

Action on pay equity

More organisations analyse gender pay gaps

There was solid growth in the number of employers analysing their payroll data for gender pay gaps (up 3.9pp to 41.6%).

Of these, almost six in ten reported taking action as a result of their pay gap analysis (up 3.8pp to 58.5%).

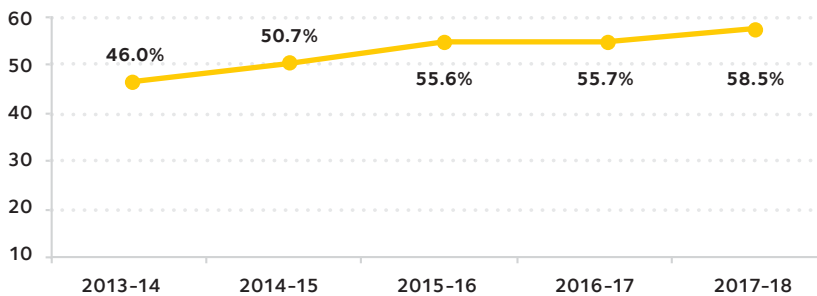
However, an action gap remains, with 41.5% of employers who did a pay gap analysis taking no action, although not all of these organisations identified a pay gap.

The industries most likely to take action after completing their analysis are Mining (up 14.1pp to 75.9%), Information Media and Telecommunications (up 16.5pp to 73.6%) and Financial and Insurance Services (up only 0.3pp to 71.6%).

The female-dominated Retail Trade industry was one of the industries where employers were least likely to take action after their pay gap analysis (37.1%, down 4.4pp).

Chart 3

Percentage of organisations that took action as a result of their gender pay gap analysis



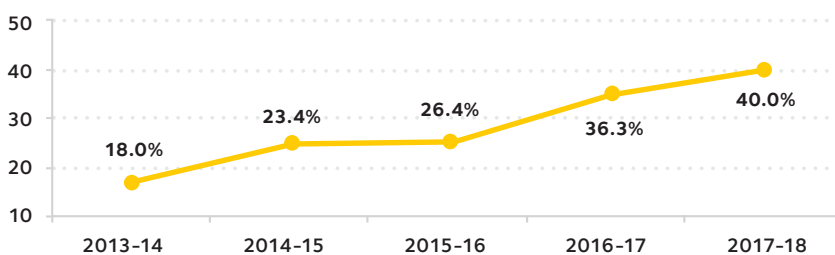
The most common actions following a pay gap analysis were identifying the cause/s of the gap (35.9%); reporting pay equity metrics to the executive (29.4%) and reviewing remuneration decision-making processes (27.2%).

More organisations with formal strategies for pay equity

The number of organisations implementing formal policies and/or strategies on remuneration with specific pay equity objectives is increasing. 61.6% of organisations report that they have a formal policy and/or strategy on remuneration, an increase of 3.2 percentage points in the past year. Of these organisations, 40% now have pay equity objectives in their remuneration policy and/or strategy.

Chart 4

Organisations with pay equity objectives in their remuneration policy and/or strategy



The most common pay equity objective is 'To ensure no gender bias occurs at any point in the remuneration review process', which increased 1.6pp in the past year to 84.9%.

Gender equality strategies

Employers focus on gender equality

The data continues to show substantial improvements in employer focus on workplace gender equality across a number of areas over the past 12 months.

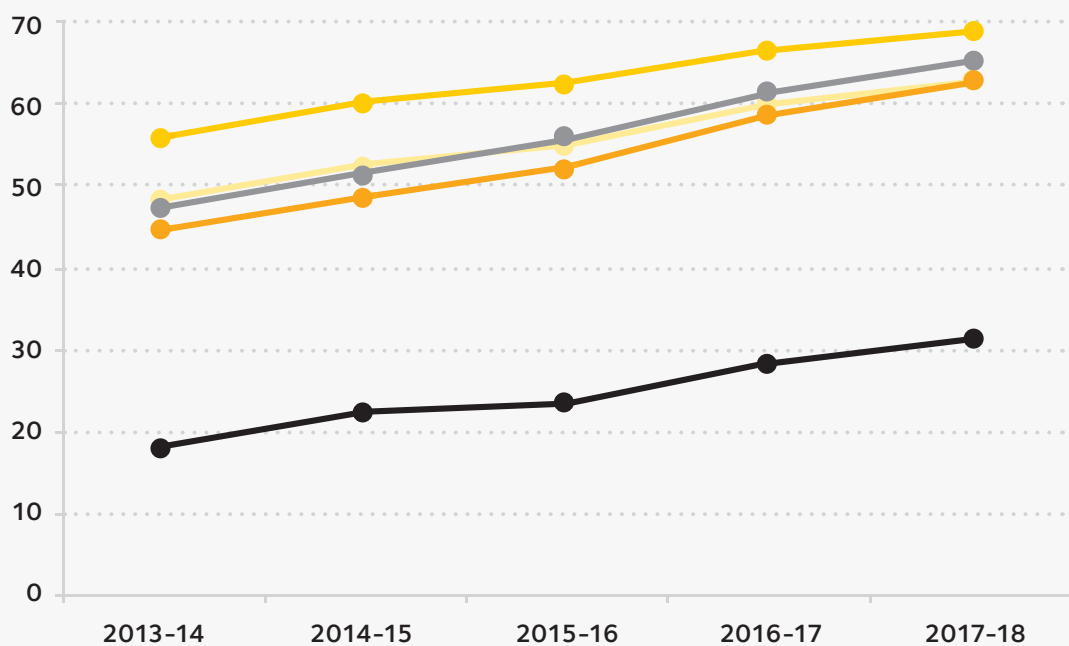
Nearly 75% of the organisations reporting to the Agency now have an overall gender equality strategy and/or policy (up 2.8pp to 74.3%).

There have also been large gains in the number of employers with targeted policies and/or strategies in place to support gender equality in succession planning, talent identification, retention and promotions.

The proportion of employers with KPIs for managers relating to gender equality has increased by 3.0pp over the past 12 months, but it is still just over three in ten of all employers so there is plenty of room for improvement.

Chart 5

Percentage of organisations with policies and/or strategies to support gender equality in specific human resource functions



- Promotions
- Talent identification
- Retention
- Succession planning
- KPIs for managers

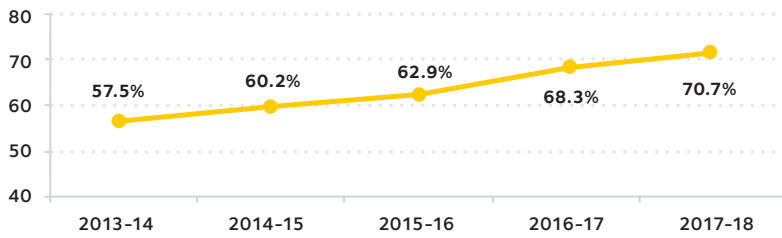
Flexible working

More organisations promote flexible working

The 2017-18 data shows a 2.4pp increase in the number of organisations reporting they have a formal flexibility policy and/or strategy in place.

Chart 6

Percentage of organisations with a policy and/or strategy for flexible working



- Electricity, Gas, Water and Waste Services overtook Financial and Insurance Services with a 4.0pp increase to become the industry with the highest proportion of organisations with a formal policy and/or strategy on flexible working arrangements (87.0%).
- The strongest improvements were in Transport, Postal and Warehousing (up 9.9pp to 64.7%) and Information, Media and Telecommunications (up 4.4pp to 80.1%).
- Agriculture, Forestry and Fishing remains the industry with the lowest proportion (up 2.1pp to 51.0%).

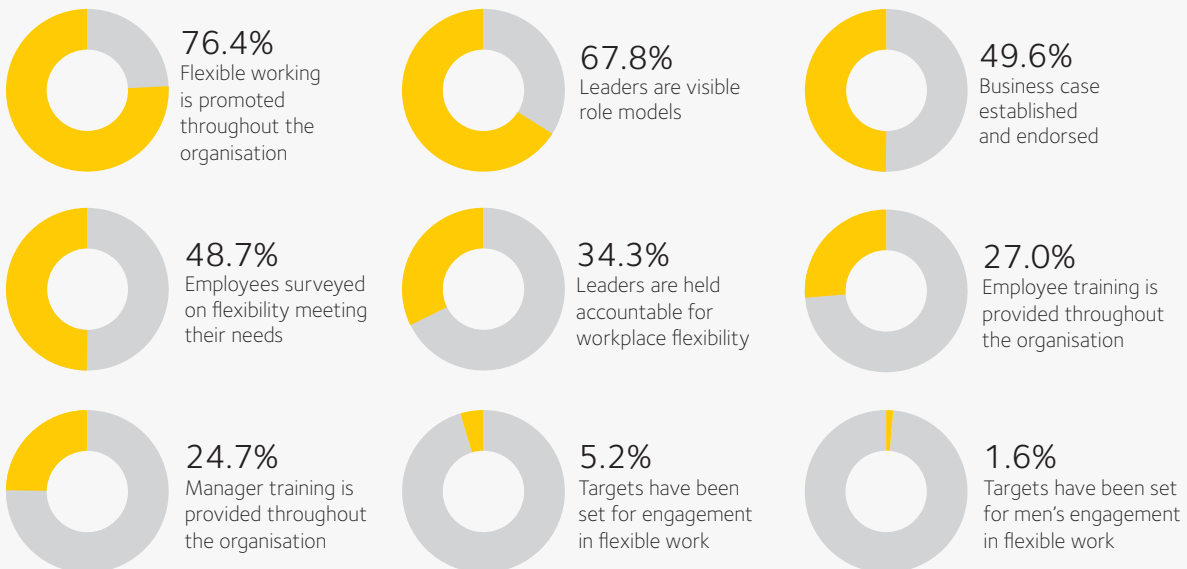
Flexibility strategies

Employers have a range of measures in place to support their flexible working strategies. Two of the strongest growth areas over the past 12 months were ‘flexible working is promoted throughout the organisation’ (up 4.1pp) and ‘leaders are visible role models’ (up 4.5pp).

Just over one in four organisations with a flexible working strategy provide manager training on flexible work, just one in 20 set targets for employee engagement in flexible work and less than two in 100 have set targets for men's engagement in flexible work.

Chart 7

Percentage of organisations with flexibility strategies that include the following elements



Parental leave and support for caring

Little movement on access to paid parental leave

More than 50% of employers provide no access to paid primary carer's leave, in addition to the government scheme. Access to paid parental leave is highly dependent on the size and industry of the employer.

In 2017-18, the number of employers offering paid parental leave for primary carers increased by 1.8pp to 47.8%.

- Primary carer's leave is most commonly offered in Education and Training (79.0%) and Financial and Insurance Services (73.2%).
- Electricity, Gas, Water and Waste Services remains in the top three (71.7%) despite a 7.0pp drop since 2016-17.
- Primary carer's leave is least frequent in Accommodation and Food Services (21.2%) and Retail Trade (21.0%).
- Primary carer's leave is most commonly available in large organisations: 74.0% of organisations with 5000+ employees offer it, compared with 42.2% of organisations with fewer than 250 employees.
- Average length of paid primary carer's leave offered is 10.3 weeks.

41.8% of employers offered paid parental leave for secondary carers – an increase of 2.5pp.

- Average length of paid secondary carer's leave offered is 1.6 weeks.

Women account for 94.9% of all primary carer's leave utilised with men accounting for only 5.1%.

Overall, women account for 72.2% of all carer's leave while men comprise the remaining 27.8%.

Improved results on support for caring

There is solid growth in organisations reporting they have a formal policy and/or strategy to support employees with family or caring responsibilities (up 2.3pp to 64.3%).

For the first time in three years, the proportion of employers offering non-leave based measures to support employees with caring responsibilities has increased (up 1.8pp to 53.7%).

Domestic violence

More organisations support employees experiencing domestic violence

There was an increase in the number of employers who have a formal policy or strategy to support employees who are experiencing family or domestic violence, up 3.8pp to 46.9%. The industries with the strongest increase were Electricity, Gas, Water and Waste Services (up 16.2pp to 63.0%) and Health Care and Social Assistance (up 7.7pp to 59.4%)

The number of employers offering other forms of support for employees experiencing family or domestic violence increased by 3.5pp to 85.4%.

Chart 8

Percentage of organisations with the following domestic violence support mechanisms



Workforce composition

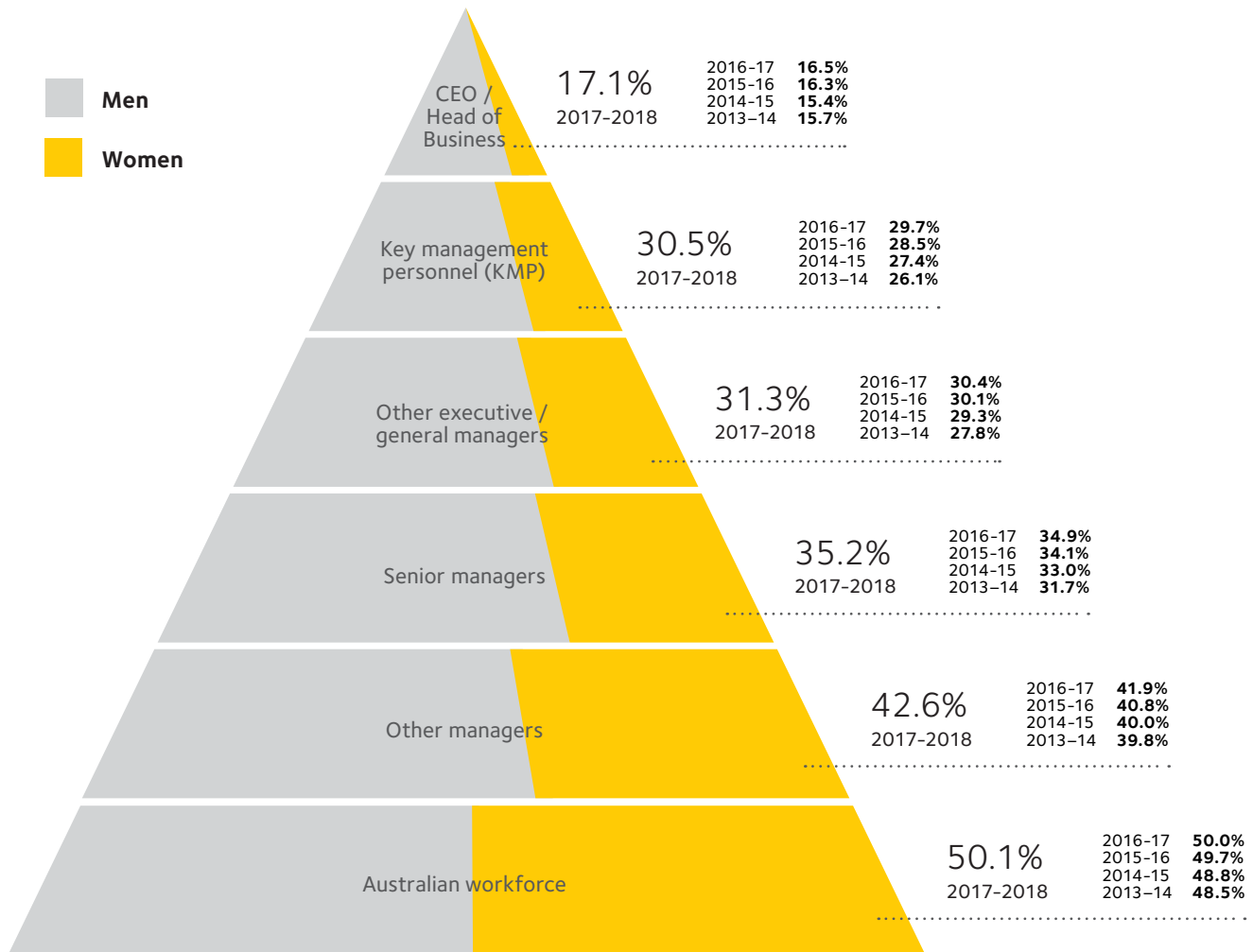
Women in leadership

The most senior roles are heavily male-dominated

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

Chart 9

Proportion of women by management category



Female managers overall **39.1%**
(up from **35.9%** in 2013-14)

6.4% of all managers are employed on a part-time basis

Proportion of women appointed to manager roles (including promotions) remained static this year at **43.3%**

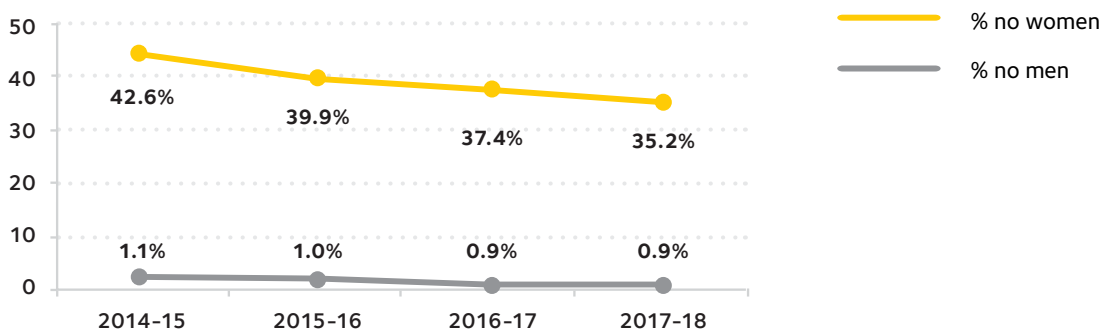
Women’s representation on governing bodies

The growth in the number of women appointed to boards and governing bodies remains slow.

- The proportion of female directors in 2017-18 was 25.8% (up 0.9pp from 2016-17)
- The proportion of female chairs in 2017-18 remained at 13.7% (no real change from the previous year)
- 35.2% of boards and governing bodies have no female directors. By contrast, only 0.9% had no male directors.

Chart 10

Percentage of boards without either women or men



Occupational segregation

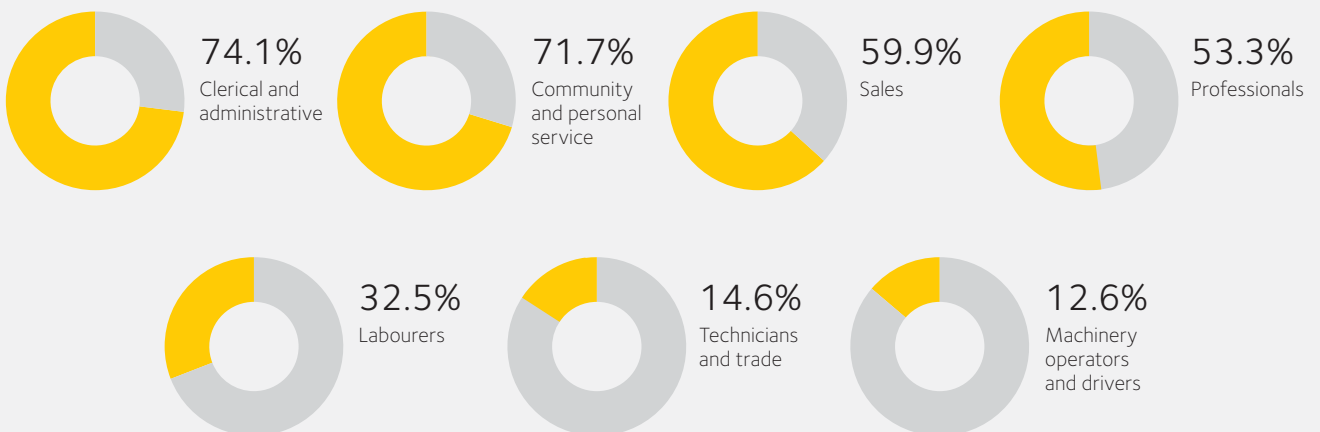
Non-manager roles segregated by occupation

Women comprise 51.4% of all non-manager roles and are concentrated in traditionally female occupations including Community and personal service and Clerical and administrative.

Chart 11

Percentage of women in non-management occupations

■ Women



Women in management by industry

Increases in women managers across most industries

Women's management representation has increased in most industries, with only four sectors recording lower proportions of female managers this year.

The biggest industry increases in female representation among managers were in Financial and Insurance Services (up 2.3pp to 40.7%), Administrative and Support Services (up 1.9pp to 46.6%) and Arts and Recreation Services (up 1.6pp to 36.7%).

Table 3

Proportion of women in management by industry, from highest to lowest

| Industry | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 |
|---|---------|---------|---------|---------|-------------|
| Health Care and Social Assistance | 69.3 | 70.3 | 70.2 | 70.3 | 70.2 |
| Education and Training | 48.4 | 49.2 | 49.7 | 51.2 | 52.1 |
| Retail Trade | 46.3 | 47.0 | 47.9 | 48.1 | 48.5 |
| Administrative and Support Services | 49.8 | 49.2 | 43.1 | 44.7 | 46.6 |
| Accommodation and Food Services | 47.7 | 44.4 | 44.3 | 45.0 | 44.5 |
| Financial and Insurance Services | 37.3 | 37.9 | 37.8 | 38.5 | 40.7 |
| Other Services | 39.5 | 38.8 | 38.4 | 38.0 | 39.4 |
| Arts and Recreation Services | 32.2 | 33.5 | 33.8 | 35.1 | 36.7 |
| Professional, Scientific and Technical Services | 30.9 | 31.6 | 32.5 | 33.3 | 34.1 |
| Rental, Hiring and Real Estate Services | 32.5 | 32.6 | 32.9 | 33.8 | 33.8 |
| Information Media and Telecommunications | 31.0 | 32.0 | 32.4 | 32.1 | 32.9 |
| Transport, Postal and Warehousing | 23.7 | 23.7 | 24.6 | 25.6 | 25.9 |
| Wholesale Trade | 22.3 | 23.8 | 27.0 | 25.8 | 24.3 |
| Manufacturing | 21.2 | 21.4 | 22.5 | 23.0 | 23.5 |
| Electricity, Gas, Water and Waste Services | 19.8 | 21.5 | 22.2 | 22.2 | 22.9 |
| Public Administration and Safety | 16.9 | 16.8 | 16.7 | 19.2 | 20.3 |
| Mining | 14.0 | 14.6 | 15.3 | 16.3 | 17.2 |
| Agriculture, Forestry and Fishing | 16.7 | 17.0 | 17.7 | 17.0 | 16.9 |
| Construction | 10.8 | 10.9 | 10.9 | 12.0 | 12.1 |

Industry segregation

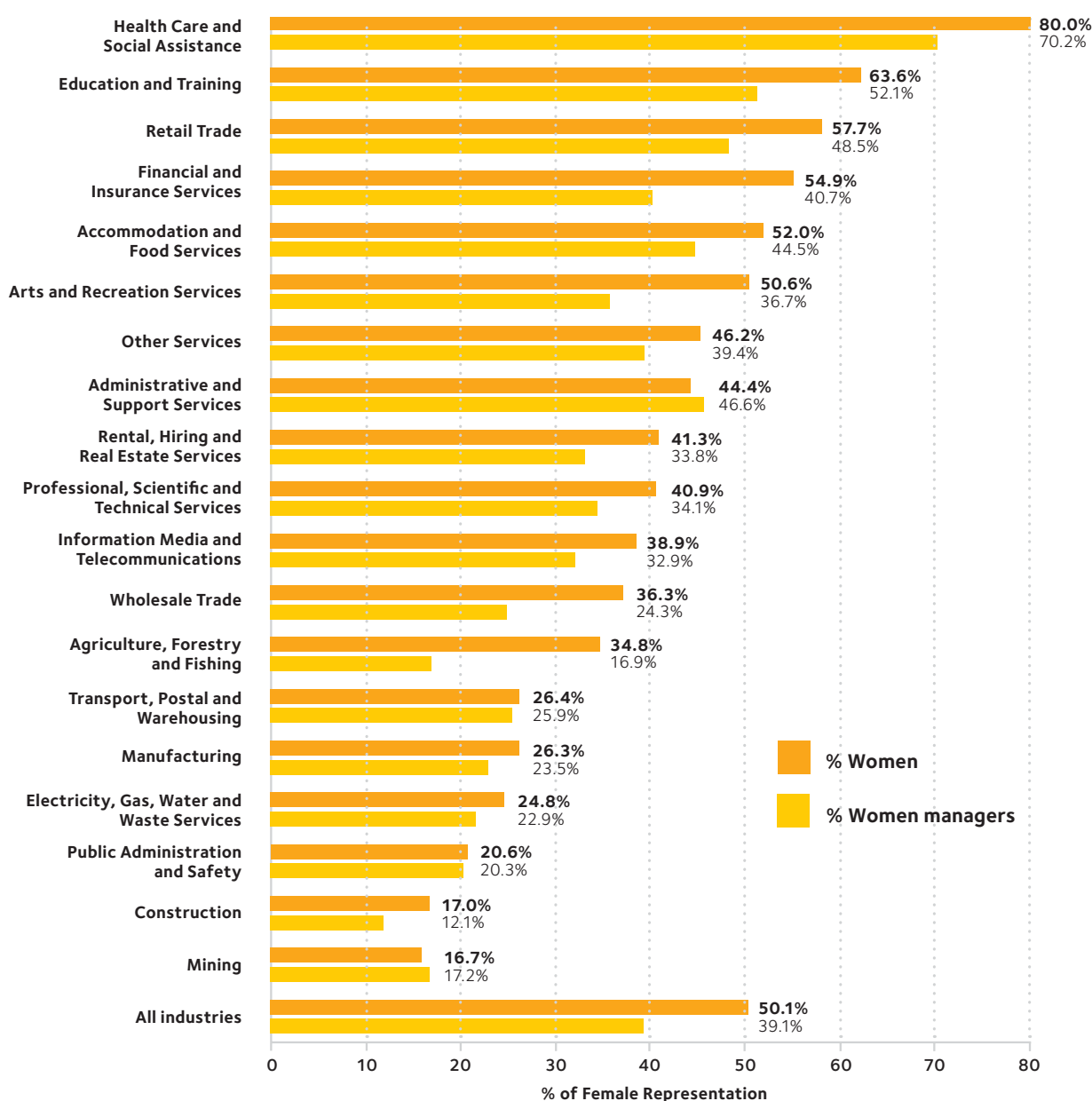
Australia's workforce remains highly gender segregated

Across the workforce, women and men are concentrated in different industries. Of the 19 industries, just seven have at least 40% women and men. Women are concentrated in Health Care and Social Assistance and Education and Training and least represented in Construction and Mining.

Mining and Administrative and Support Services are the only industries where women are not under-represented in management compared to their representation across the industry. All other industries, even female-dominated ones, have a lower proportion of women in management compared to women in the workforce. Agriculture, Forestry and Fishing (17.9pp), Financial and Insurance Services (14.2pp), Arts and Recreation Services (13.9pp) and Wholesale Trade (12.3pp) have the biggest gap between the representation of women in the workforce and the representation of women in management.

Table 4

Proportion of women employees and representation of women in management by industry

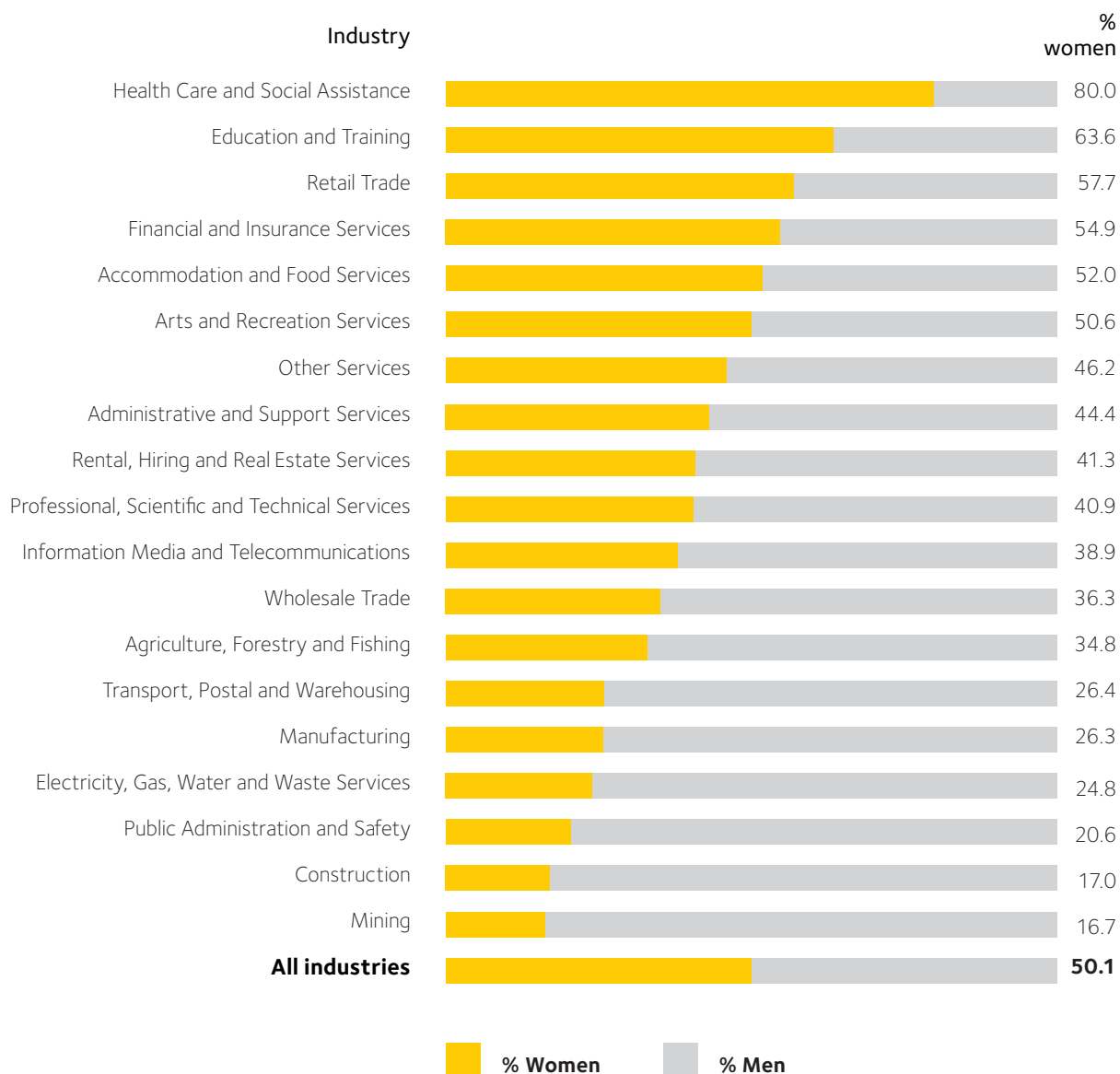


Where women and men work

Women’s workforce participation is concentrated in a few large industries. Health Care and Social Assistance is by far the largest employer of women, followed by Education and Training and then Retail Trade.

Men are more evenly spread across the workforce than women, although they have low representation in the highly-feminised industry of Health Care and Social Assistance.

Table 5
Gender composition by industry



Australian workforce by employment status

Women and men work differently

Chart 12

Female employees by employment status

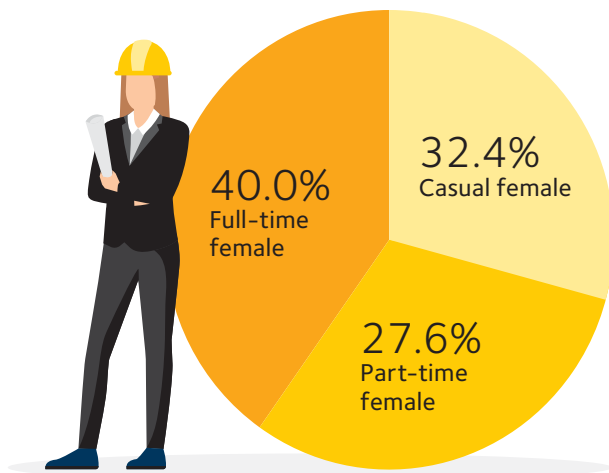
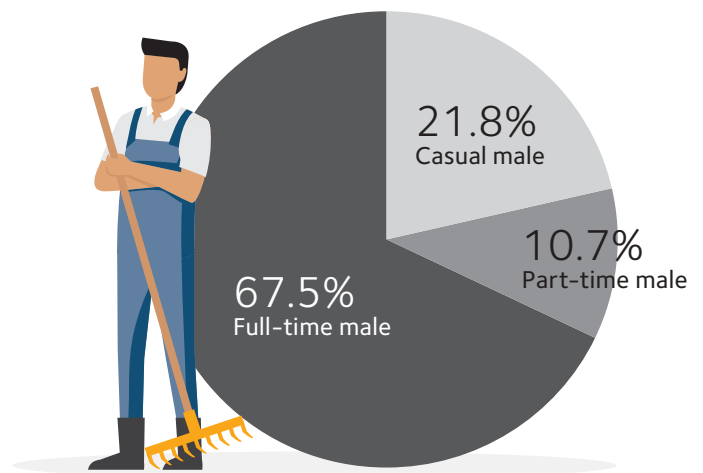


Chart 13

Male employees by employment status



Growth in casual jobs for both women and men

The Agency’s 2017-18 dataset covers 4,156,340 employees in total – an additional 104,235 employees compared with 2016-17.

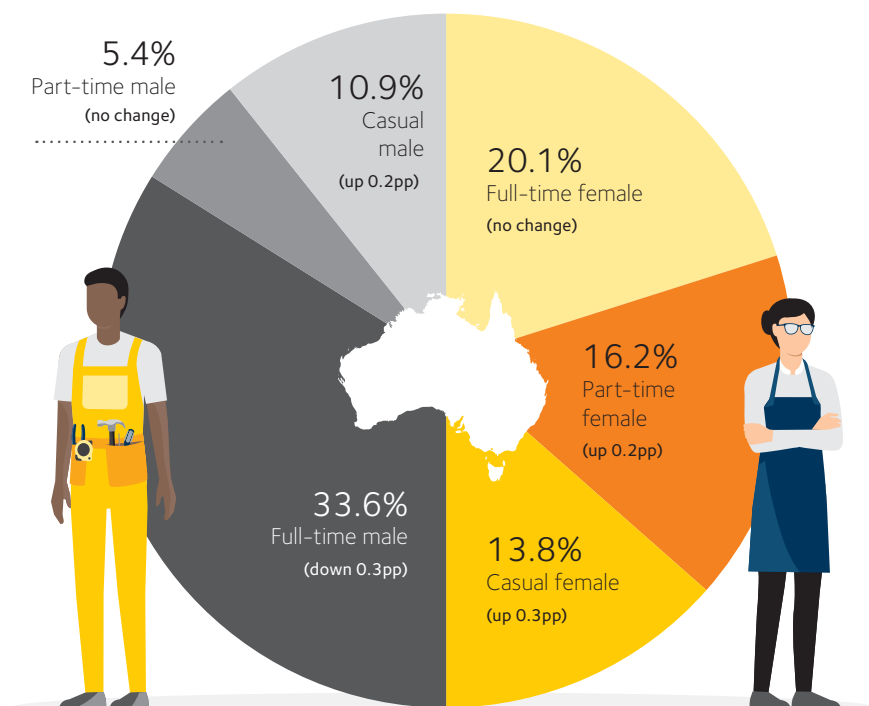
Representation of women in the dataset has increased, exceeding the 50% mark (50.1%) for the first time.

Retail Trade continues to be the largest industry represented, closely followed by Health Care and Social Assistance which recorded another strong year-on-year growth in employee numbers. Administrative and Support Services also saw a strong increase in employees.

Compared with 2016-17, the 2017-18 dataset saw an increase in the proportion of casual jobs for both women and men, a small decline in full-time male and part-time female jobs and no change in full-time female and part-time male jobs.

Chart 14

Workforce composition by gender and employment status





WGEA Data Explorer

Explore the WGEA's comprehensive dataset, covering more than four million employees in Australia at data.wgea.gov.au.

You can find and compare gender pay gaps, flexible work policies, parental leave policies and employer action on gender equality across a number of detailed industry classifications.

You can also compare the data across reporting years to see areas where improvements have been made or where more work needs to be done.

This year, for the first time in the Data Explorer, you can also find data about individual organisations. This is the same information that is already available in an organisation's public report but will now be available in a more accessible format.

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