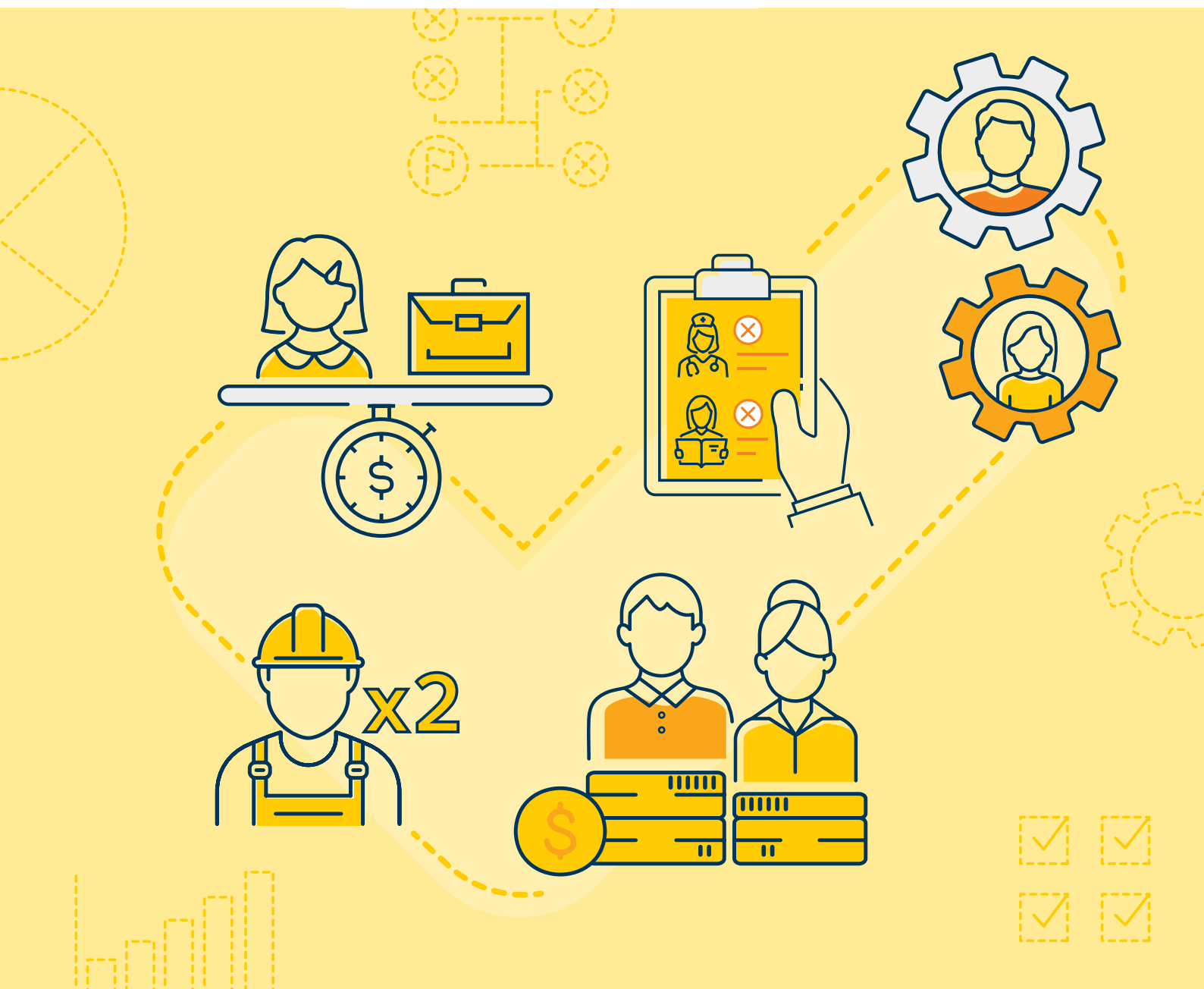


Australia's gender equality scorecard

Key results from the Workplace Gender Equality Agency's 2020-21 employer census

February 2022



2020-21

Data Snapshot



22.8%

22.8% GENDER PAY GAP

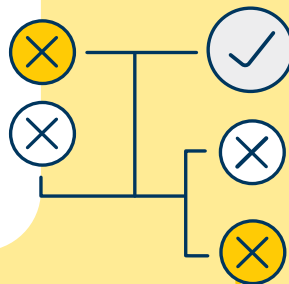
Gender pay gap continues to fall, but women still earned \$25.8K less, on average, than men

- Small drop in the total remuneration GPG for all employees, **down 0.5pp.**



4 in 10 employers have narrowed their pay gap since last year

- **42% of employers** have reduced their pay gaps since 2020 - though the pay gap widened for 37% of employers, and 21% remained static.

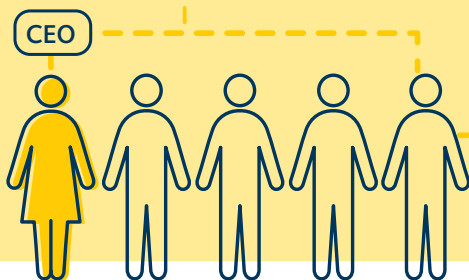


4 in 5



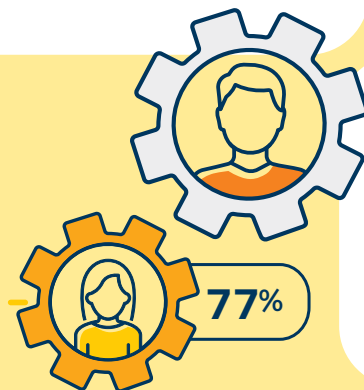
Employers reducing the retirement income gap for parents

- **4 in 5** employers offering paid parental leave also pay superannuation contributions for parents while on paid leave.
- **7%** pay superannuation during both employer-funded and government-funded leave.



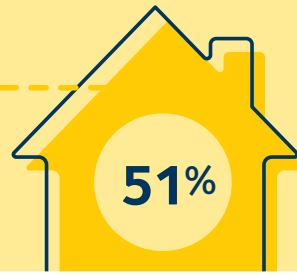
Women make up over 50% of the workforce, but less than 20% of CEOs

- For the first time in the WGEA dataset, women comprised more than **41% - or 2 in 5** - of all managers (up from 36% in 2013).
- Women account for less than **1 in 5 CEOs** or **board chairs**, and **1 in 3 board members**.



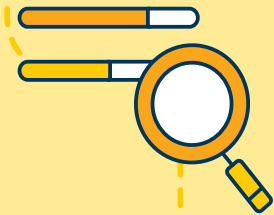
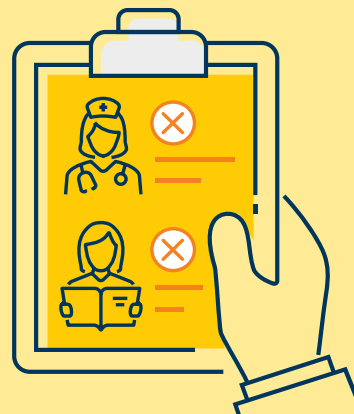
3 in 5 employers now offering paid parental leave

- Primary carer's leave is becoming increasingly available to both men and women, but **only 12%** of those who took it last year were men.



Sharp rise in availability of paid domestic violence leave in the pandemic

- **Over half (51%)** of employers offer paid domestic violence leave (compared to 12% in 2015-16). In five years, the availability of paid DV leave has increased four-fold.



Men are twice as likely to be highly paid than women

- Men are twice as likely as women to be in the top earnings quartile, **earning \$120,000 and above**, while women are 50% more likely than men to be in the bottom quartile, earning \$60,000 and less.

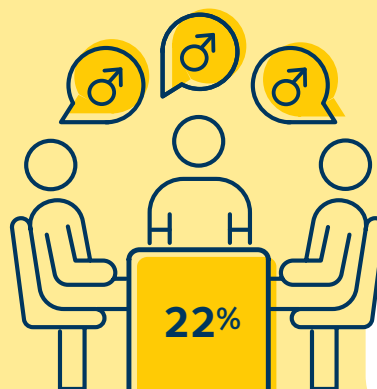
Feminised industries lagging on action despite persistent gender pay gaps in favour of men

- **Pay gaps continue** for Health Care and Social Assistance (14.4%) and Education and Training (10.5%) industries, but they are least likely to undertake gender pay gap audits (less than 30%) or then take action (less than 40%).



Over 85% of Australian employers still pay men more than women on average

- Women were earning, on average, **about 77% of men's earnings** last year.



The majority of boards are still dominated by men

- 74% of Boards have **over 60% men**
- 22% of Boards comprise **only men**

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Advice and assistance

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About the WGEA data

Over four million employees across Australia are covered in the 2020-2021 Workplace Gender Equality Agency dataset – nearly 40% of Australia’s total labour force.

4,188,332 employees

in 4,474 organisations with 100 or more employees.



51% Women



49% Men



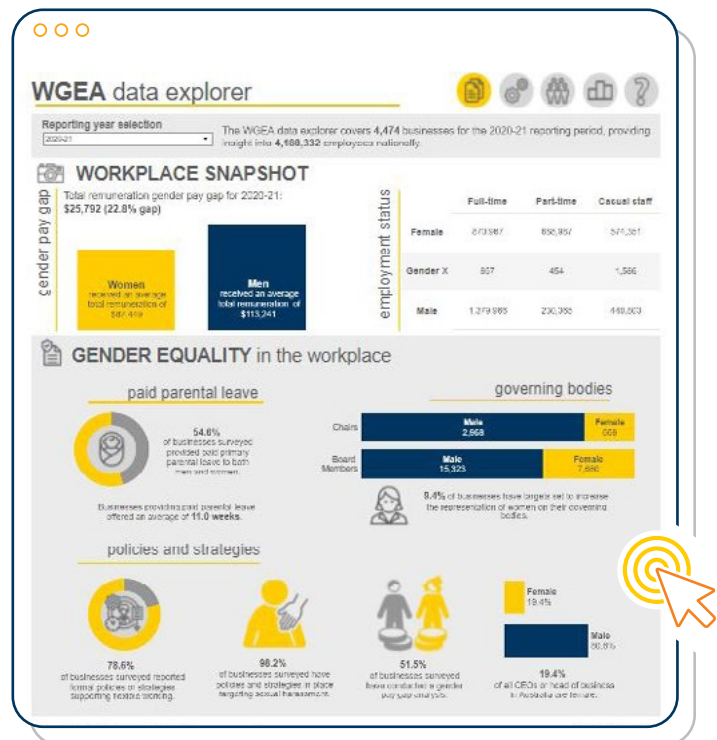
0.1% Non-binary persons

The reporting period for the 2020-21 dataset covers the 12 months from 1 April 2020 to 31 March 2021.

Explore the new WGEA data visualiser

WGEA’s comprehensive dataset is now available to view through a new interactive data visualisation tool at data.wgea.gov.au.

Find and compare gender pay gaps across industries, explore statistics on the availability of parental leave and flexible work policies in the workforce, see the workforce composition of individual employers and discover what actions they are taking to improve gender equality.



PART 1

The gendered nature of the workforce in 2020–2021

During 2020–21, the COVID pandemic has impacted workforces and workplaces in Australia, with changes to working conditions, employment patterns as well as a focus on health and wellbeing policies. This report captures data from the aftermath of the first wave of COVID in 2020, up to the time just before the second wave hit in mid-2021. During this time there were signs of economic and employment recovery in all states with the exception of Victoria.

The 2020–21 data shows that industries and occupations, as well as working patterns, continue to be highly gender-segregated. Women bore some of the greatest impacts during the pandemic, with high concentrations of women in industries such as retail. Front-line employees – teachers, nurses, and shop assistants – are predominantly women accounting for approximately 60% of these workforces. Women also dominate precarious employment, comprising 57% of the casual workforce.

Workforce composition

Chart 1

Workforce composition by gender and employment status

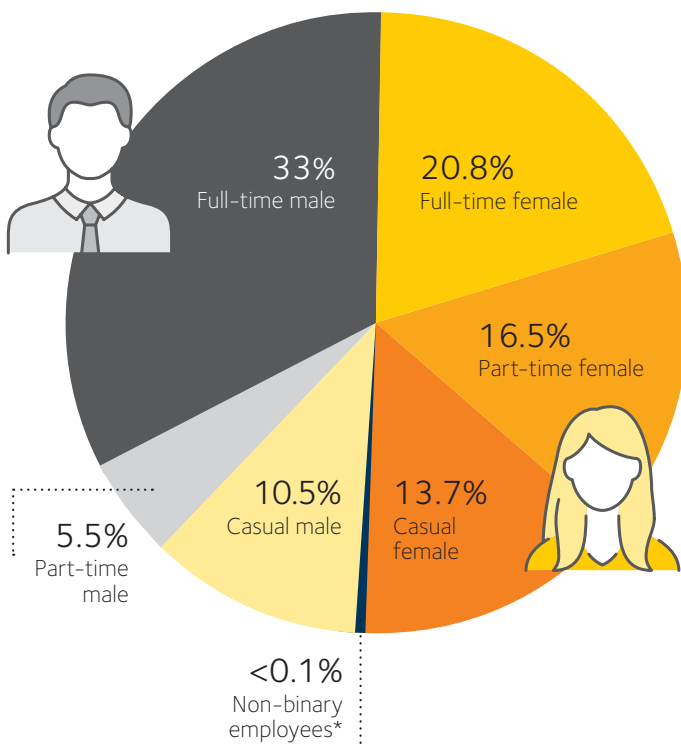


Chart 2

Female employees by employment status

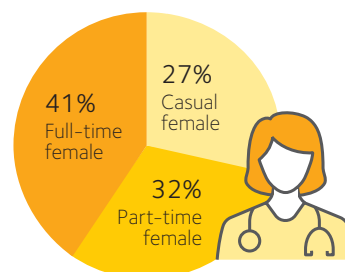
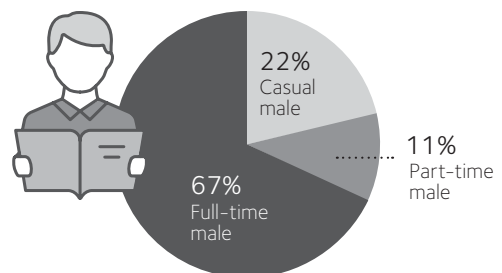


Chart 3

Male employees by employment status



* For the first time in 2020–21, employers could submit voluntary data on non-binary employees, making up <0.1% of all employee data collected. Due to the small sample size, non-binary employees could not be statistically analysed for the purposes of this scorecard.

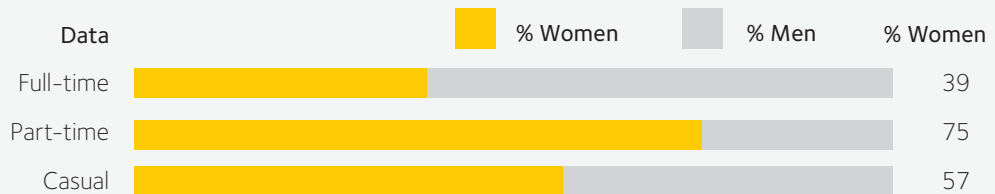
Women continue to dominate part-time and casual roles

Women are more likely to be employed part-time and more likely to be in insecure casual work.

In 2020-21, about 60% of women were employed part-time or casually. Only 2 out of 5 of all full-time employees were women.

Chart 4

Gender composition of working patterns



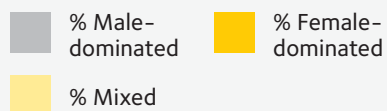
Industries continue to be heavily gender segregated

Across the workforce, women and men are concentrated in different industries. Out of the 19 industries in Australia, only seven have gender-balanced workforces (at least 40% women and 40% men). Women continue to be concentrated in Health Care and Social Assistance as well as Education and Training, while men are concentrated in Mining, Electricity, Gas, Water and Waste Services, Construction and Manufacturing.

Over half (53%) of Australian employees in the 2020-21 dataset work in industries dominated by one gender.

Chart 5

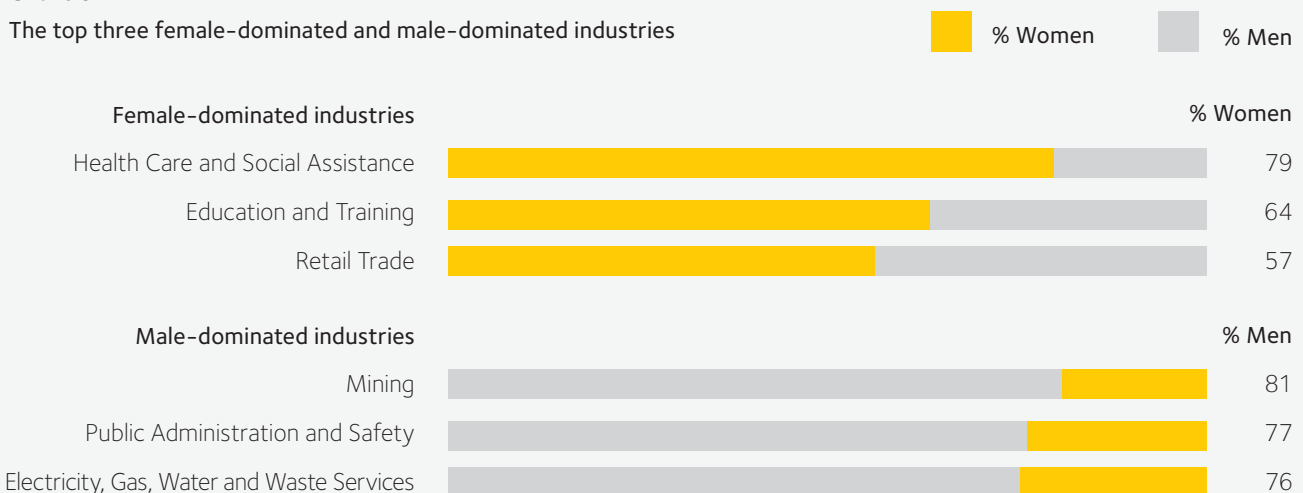
Proportion of workforce working in male, female and mixed industries*



*Male dominated industries: 60% or more of the employees are male. Female dominated industries: 60% or more of the employees are female. Mixed industries: 41-59% of employees are either female or male.

Chart 6

The top three female-dominated and male-dominated industries



Composition of workforce by non-manager and manager across industries

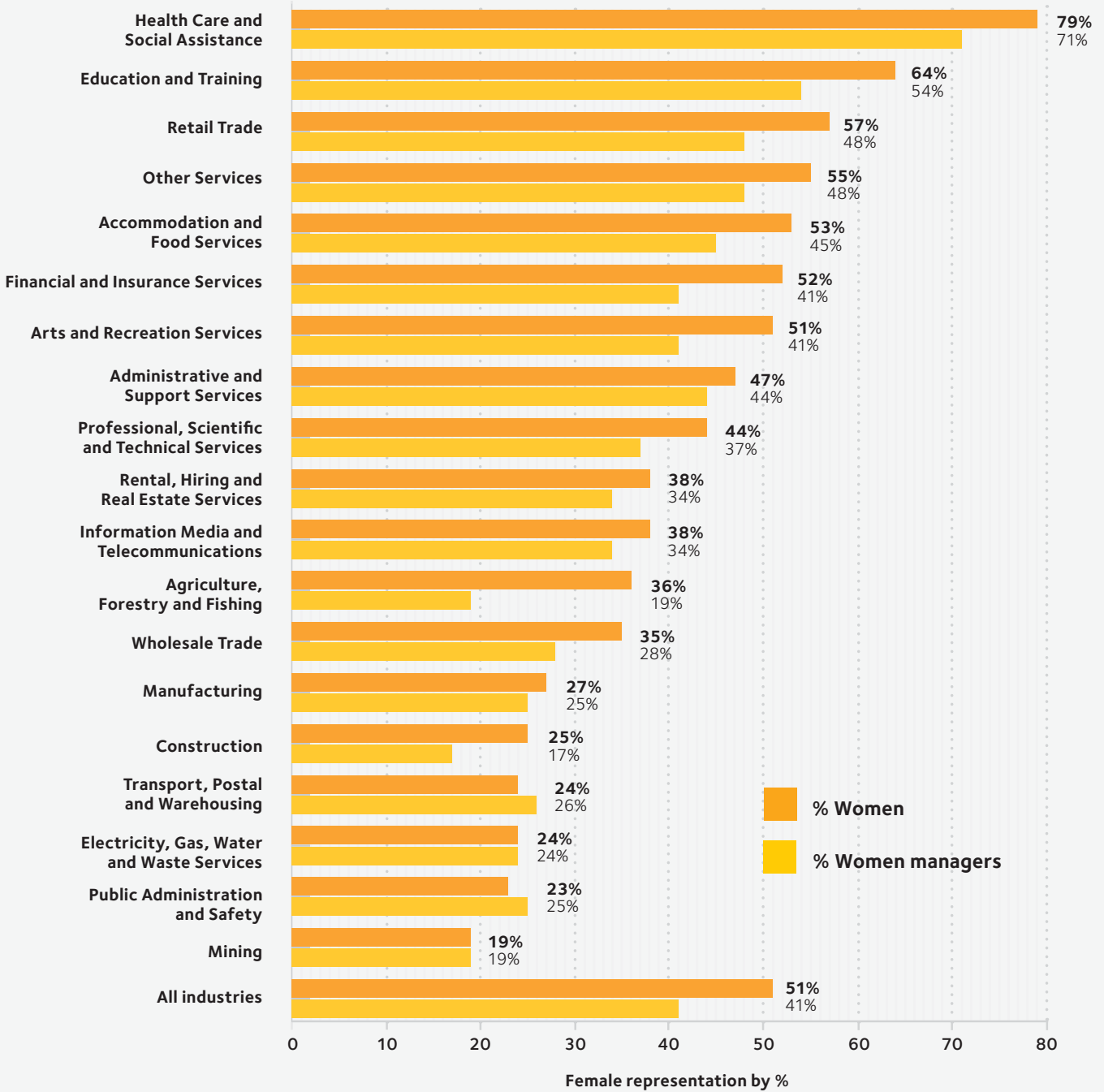
Across the workforce women and men are concentrated in different industries and different occupations.

- The non-managerial workforce has gender parity with 51% women and 49% men
- The managerial workforce is becoming gender balanced with 41% women and 59% men

Across management, seven out of 19 Industries have gender balance in management. One Industry has a female dominated management, while 11 Industries have a male-dominated management.

Chart 7

Gender composition by industry – proportion of women, and proportion of women in management



Working patterns within gender-segregated industries

In Australia, part-time employment is female-dominated and highly segregated between occupations and industries.

In male-dominated industries, 84% of employees work full-time compared to 35% in female-dominated industries.

In gender-mixed industries, 47% of employees work full-time.

Chart 8

Working patterns of female-dominated industries

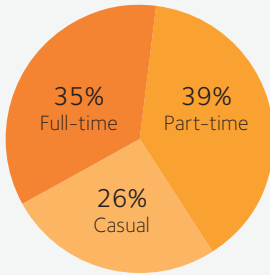


Chart 9

Working patterns of male-dominated industries

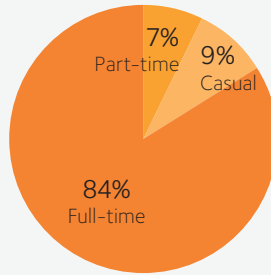
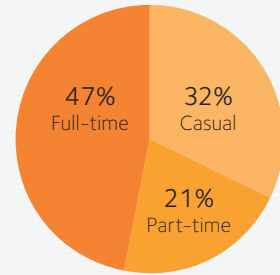


Chart 10

Working patterns of gender-mixed industries



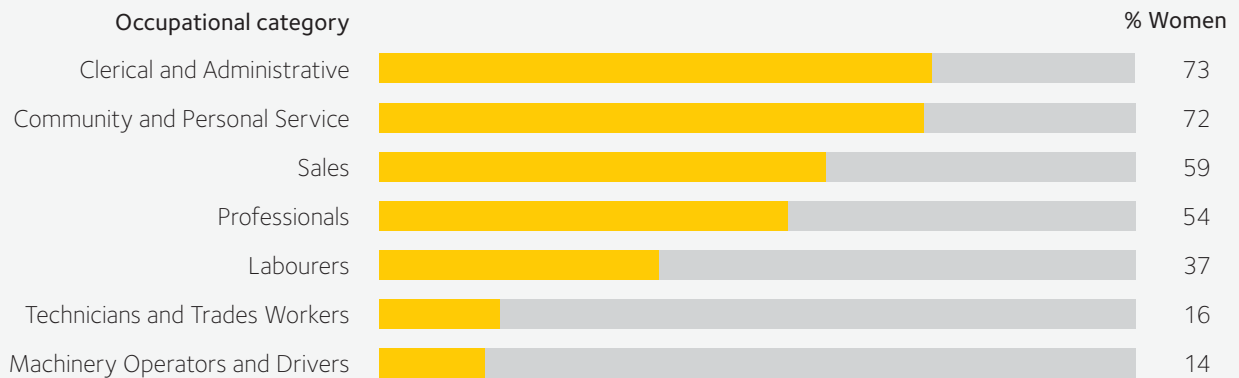
Occupations are also heavily gender segregated

Occupations continue to be heavily gender-segregated with only two occupations not dominated by one gender: Sales and Professionals. Women comprise about 52% of all non-managerial roles.

Chart 11

Percentage of women by occupation (non-manager)

■ % Women ■ % Men



PART 2

How work was valued across genders in 2020-2021

The gender pay gap

The gender pay gap (GPG) is an internationally established measure of women's position in the economy in comparison to men. It calculates the difference between the average earnings of women and men in the workforce, expressed as a percentage of men's earnings. Using an employee's full compensation, it is an important measure to highlight economic inequalities and progress towards equality across the working population. No matter how the gender pay gap is calculated, there is a consistent gap in favour of men.

The main gender pay gap referred to in this year's scorecard is the difference between the average total remuneration full-time equivalent earnings for all women and men, expressed as a percentage of men's total remuneration full-time equivalent earnings.¹

The pay gap calculations include superannuation, bonuses and other additional payments, but exclude CEO and Heads of Business salaries², and employees who were furloughed.³ With 81% of the highest-paid CEO or Heads of Business roles filled by men in 2020-21, this means the gender pay gap figures understate the overall pay differential between women and men.

The gender pay gap is different to equal pay. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. In Australia, this is a legal requirement.

Gender pay gaps across the WGEA dataset are an indicator of women's overall position in the workforce and **do not compare like roles**. It is the difference between the pay of women and men, on average, across organisations, industries, and the workforce as a whole.

Women earned, on average, \$25.8K less than men in 2020-21

The gender pay gap is **22.8% (down 0.5pp from 2019-20)**, based on the WGEA total remuneration data **for all workers**, including the full-time equivalent of part-time and casual employees. This equates to men earning, on average, \$25,792 more than women last year.



¹ For the purposes of the calculations, the hours worked by part-time and casual employees are converted into standardised full-time equivalent earnings. With over 60% of women employed in part-time or casual roles, the total gender pay gap figures have been used to effectively represent how women are valued in the Australian workforce.

² The Workplace Gender Equality Act 2012, and its legislative instrument, precludes the mandatory collection of CEO remuneration data.

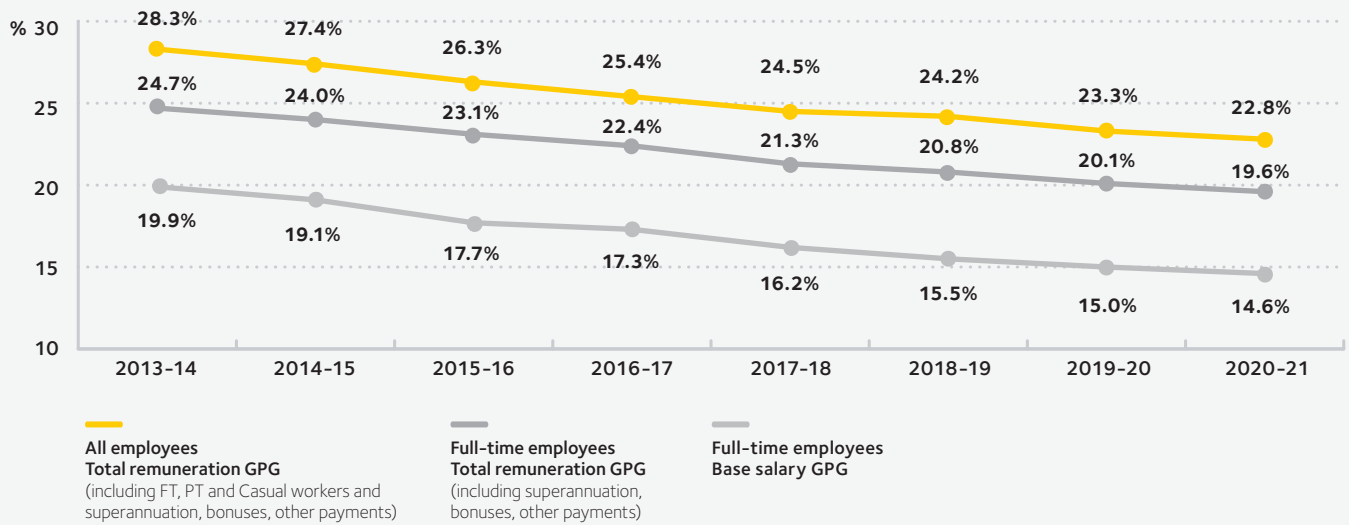
³ All total remuneration salaries include Job Keeper payments, a government support payment for organisations in 2020-21.

Gender pay gaps persist but downward trend continues

Although the gender pay gap has narrowed since reporting to the Agency began, there is still a substantial wage gap. This is true for full-time employees and also for all employees (including full-time, full-time equivalent, part-time and casual employees). The gender pay gap is at its lowest since WGEA started collecting data in 2013-14.

Chart 12

Change in full-time and all employees (includes full-time, part-time and casuals) gender pay gap

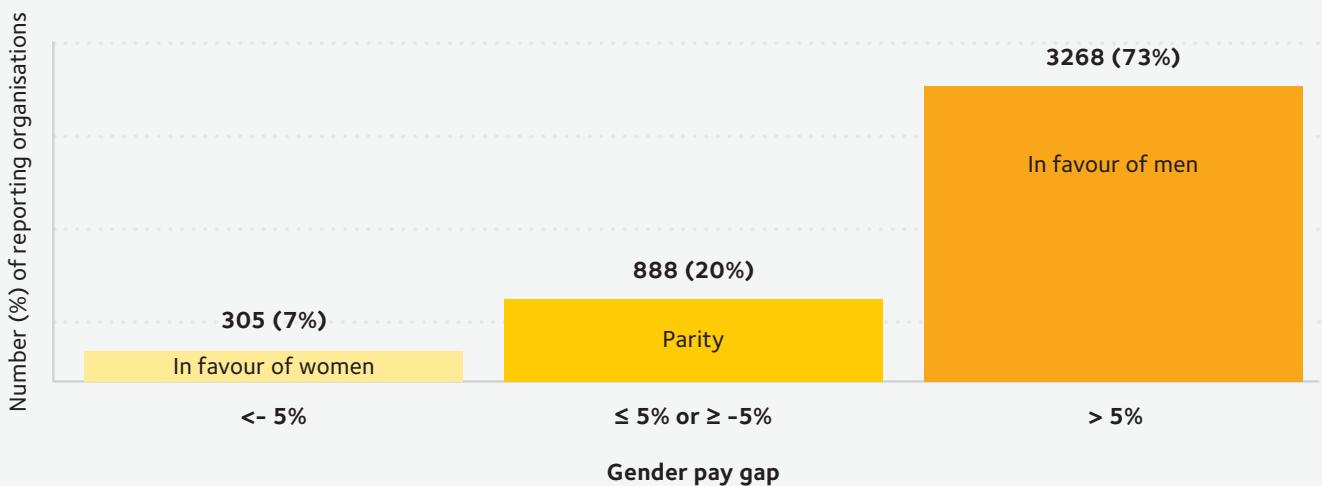


Seven in 10 Australian employers pay men significantly more than women on average

Most organisations (73%) have a pay gap in favour of men, on average; 20% have close to no pay gaps; and only 7% have a pay gap in favour of women

Chart 13

Number and proportion of organisations with gender pay gaps in favour of men and women

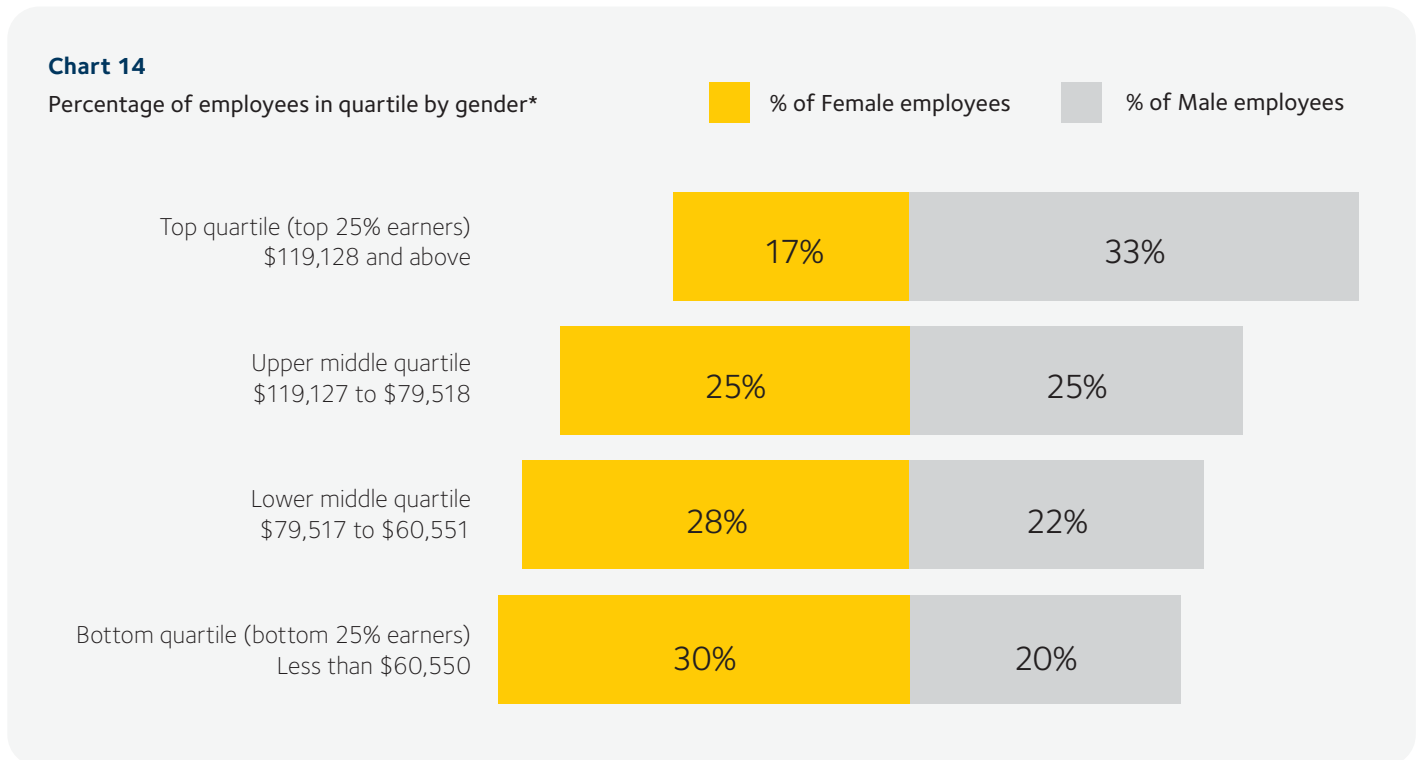


Men are twice as likely to be highly paid than women

The quartile analysis divides the full-time equivalent earnings distribution of all employees into four equal quartiles.

The bottom quartile is the lowest earning group of employees, while the upper quartile is the highest earning group.

Men are twice as likely as women to be in the top earnings quartile, earning about \$120,000 and above. Almost 1 in 3 women are in the lowest-paid quartile of full-time employees in Australia, while around one in three men are in the top earnings quartile.



* While each quartile might have roughly similar employee number – the gender composition of each quartile represents the differences in men and women's earnings.

Gender pay gaps continue to favour men across all levels of the workforce

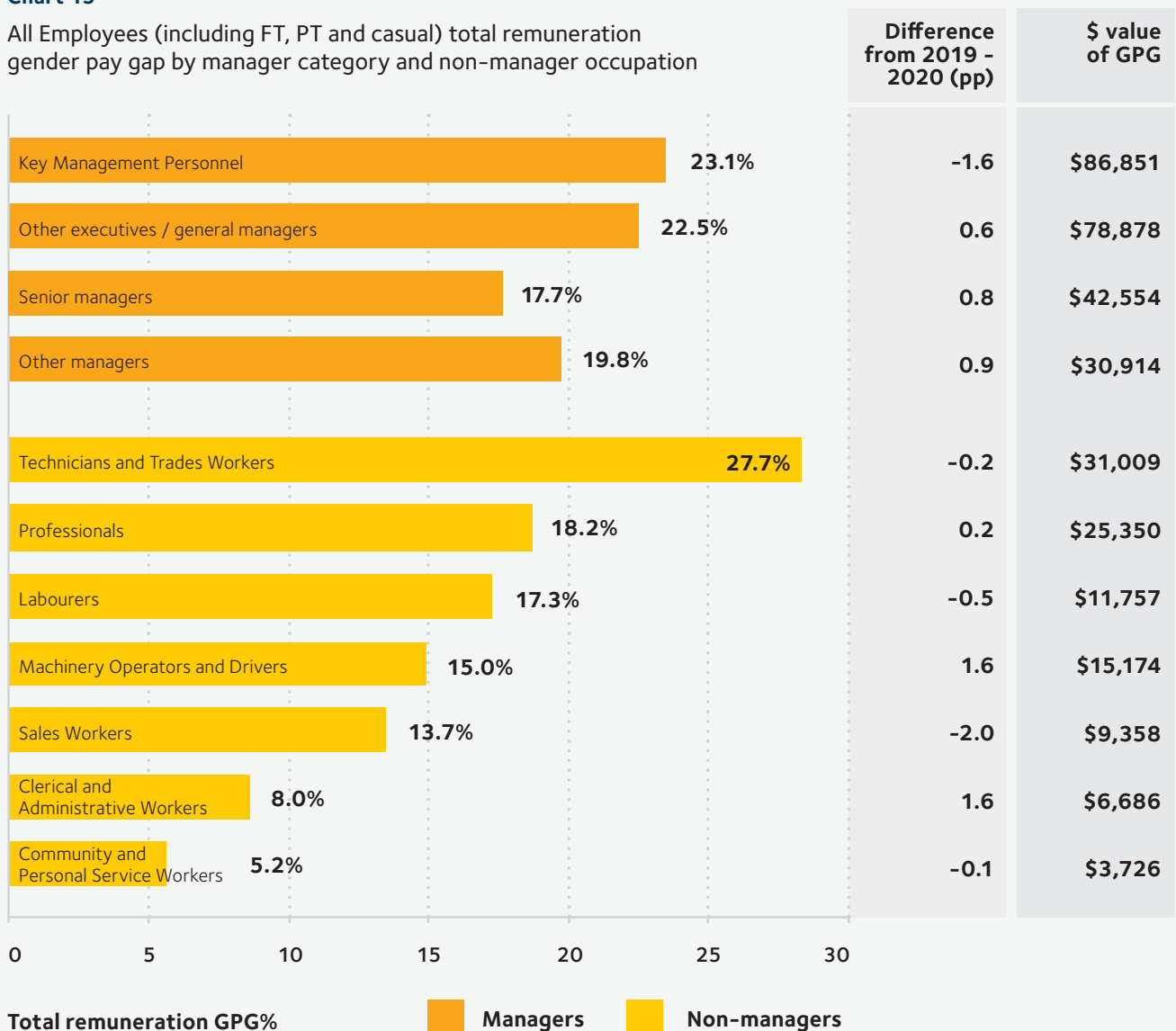
Every manager category and non-manager occupation has a gender pay gap favouring men.

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

The gender pay gap has increased slightly in most of the manager categories over the past 12 months with the largest increase (0.9 pp) occurring in the Other Managers category. The only manager category with a GPG decrease this year was Key Management Personnel (KMP), the category with highest earnings.

Chart 15

All Employees (including FT, PT and casual) total remuneration gender pay gap by manager category and non-manager occupation



Calculation excludes salary data from CEOs, Head of Businesses and KMP/Head of Business because this data is only provided on a voluntary basis.

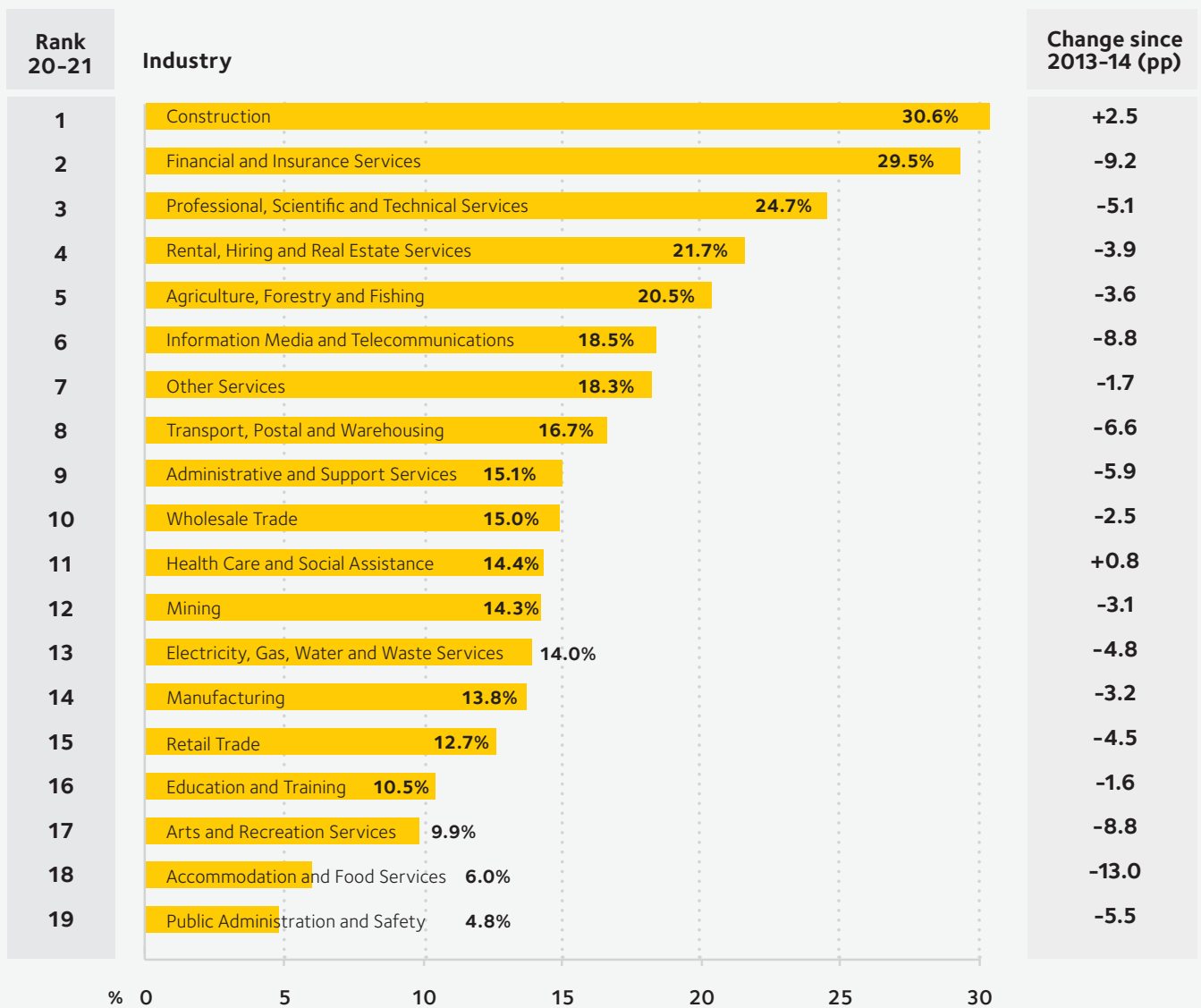
And, gender pay gaps continue to favour men across all industries

Every industry has a pay gap in favour of men. In 2020–21, Construction overtook Financial and Insurance Services as the industry with the largest pay gap, with women in that industry earning, on average, 30.6% less than men.

Since WGEA data collection began in 2013–14, every industry – except for Construction, and Health Care and Social Assistance – has reduced its pay gap. Historically, Financial and Insurance Services has had one of the largest pay gaps, yet this industry is making strong progress, reducing its gap by more than 1pp each year.

Chart 16

Total remuneration GPG (all employees) ranking and change between 2013–14 and 2020–21



* There is data volatility of employee numbers in certain industries (such as Arts and Recreation Services, Accommodation and Food Services and Retail) due to COVID, and further monitoring will need to continue in future years to assess if the changes in the GPG for these industries are maintained.

High-earning industries tend to have large pay gaps

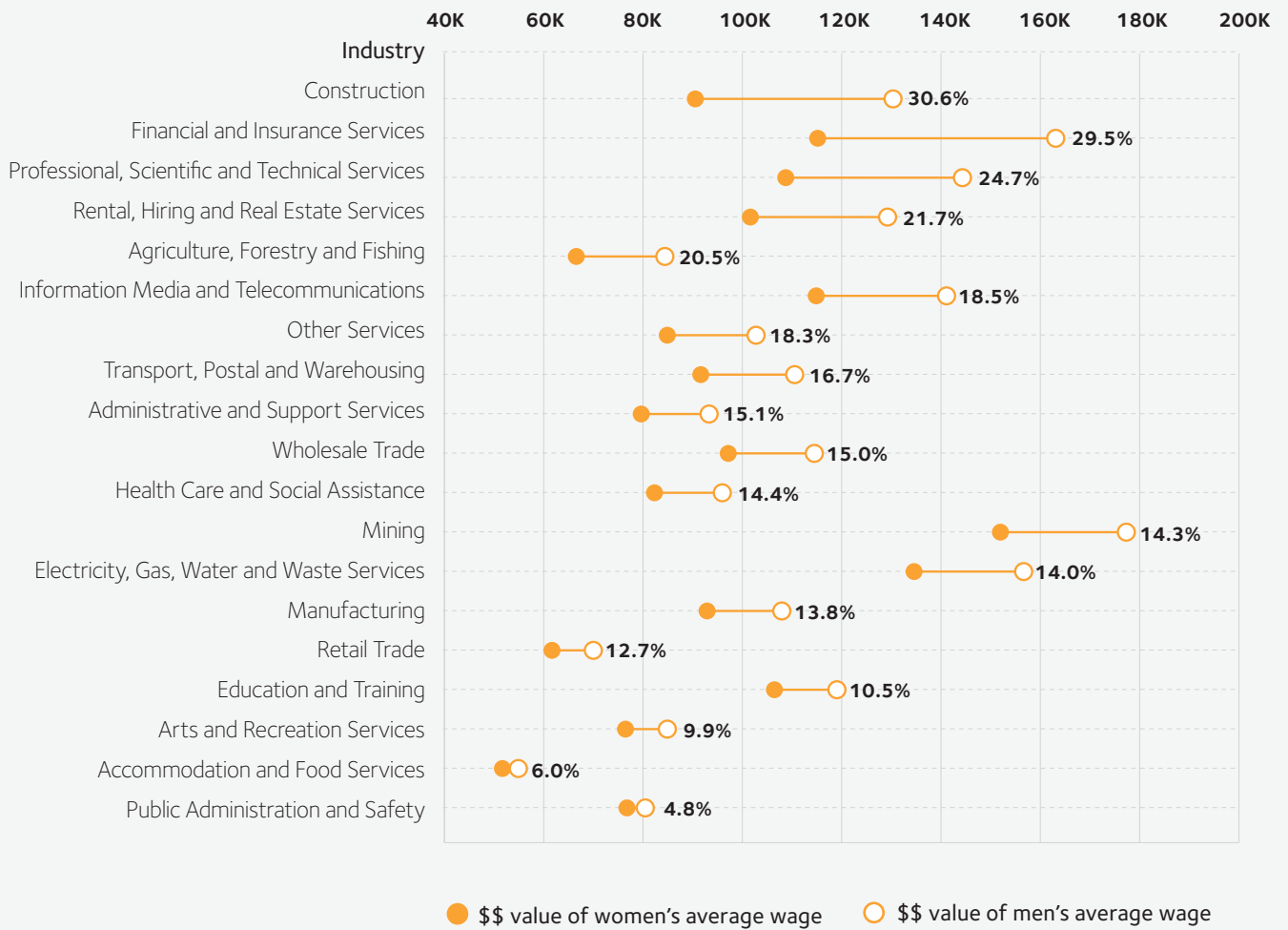
Industries with higher average earnings tend to have wide pay gaps (Finance and Insurance Services, Construction and Professional, Scientific and Technical Services) compared to industries with lower average earnings (Retail, Arts and Recreation Services, and Accommodation and Food Services).

The two notable exceptions are the male-dominated Mining and the Electricity, Gas, Water and Waste Services industries, where women earn their highest average salaries. In these industries gender pay gaps are still present, but they are comparatively lower than in other industries.

Construction is the industry with the largest pay gap, with women earning 30.6% less than men, followed closely by Financial and Insurance Services.

Chart 17

Gender pay gap in annual earnings, by Industry



Pay gaps persist even in industries where majority of employees are women

All industries have a pay gap in favour of men. In Health Care and Social Assistance and Education and Training, women account for over 60% of these workforces, but these industries both have a pay gap in favour of men (14.4% and 10.5% respectively). This is partially explained by occupational segregation (including leadership) within an industry. For example women tend to be nurses, while men tend to be in leadership or surgeon roles which are highly paid.

By contrast, some male-dominated industries have relatively low gender pay gaps in favour of men: Mining (14.3%) and Public Administration and Safety (4.8%). This shows that the level of gender segregation on its own cannot explain the gender pay gap across industries.

Chart 18

Top 5 industries by gender composition - Women

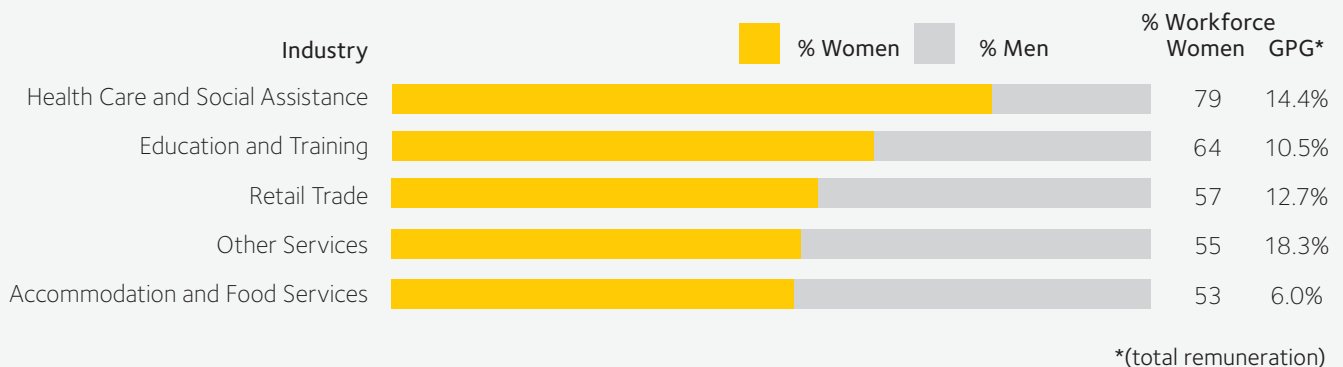
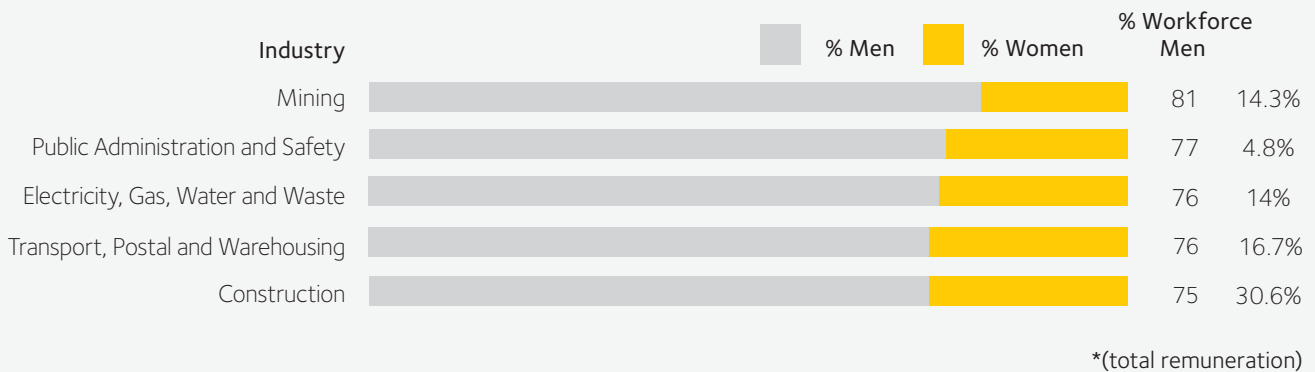


Chart 19

Top 5 industries by gender composition - Men



PART 3

Women in decision making

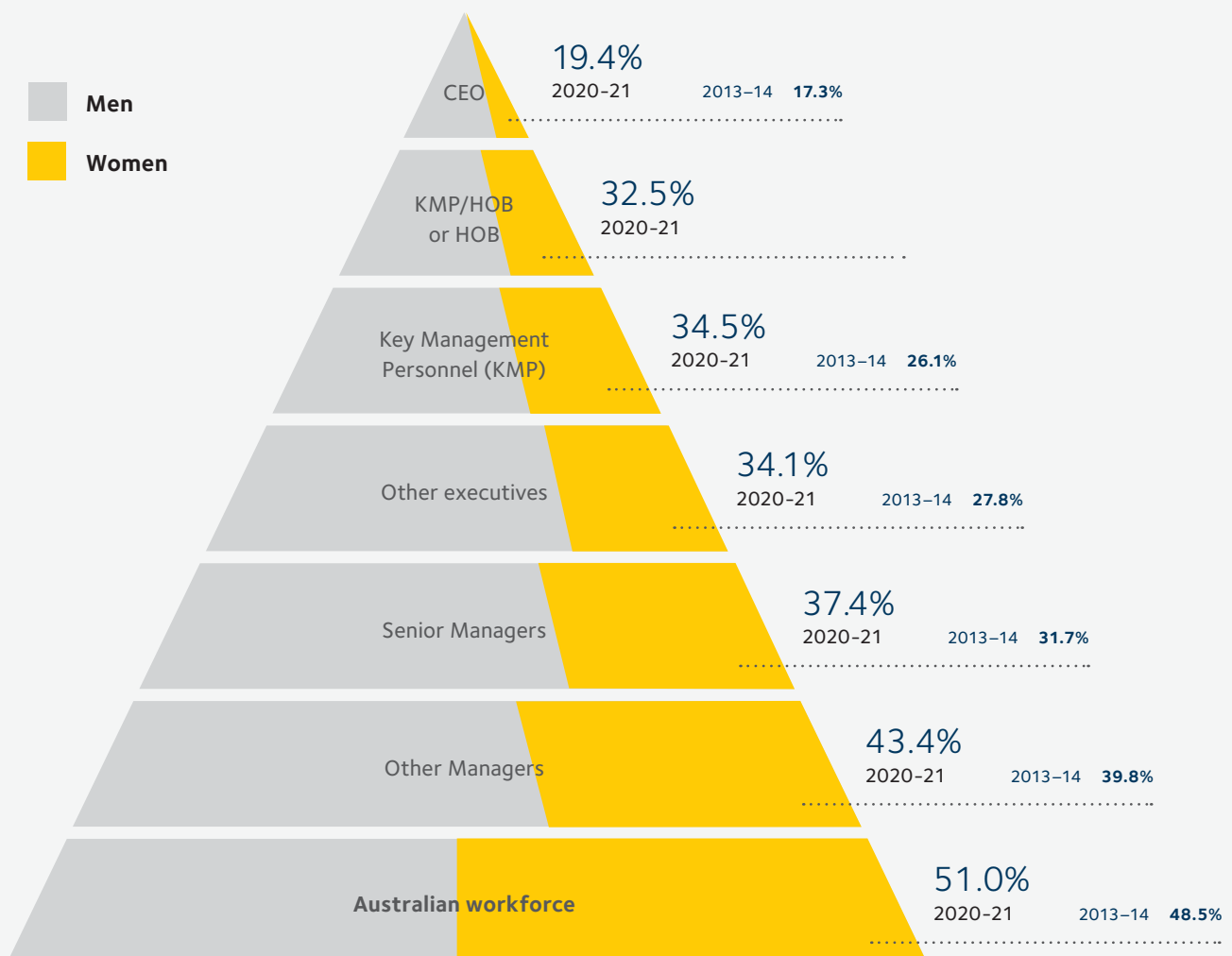
The most senior roles in organisations remain heavily male-dominated

The proportion of women in leadership roles has increased since the WGEA data collection began, but progress towards gender balance in leadership, particularly in the most senior roles, remains slow. The representation of women in leadership declines with seniority. In 2020-21:

- Less than 1 in 5 CEOs or business leaders are women (19.4%). This is a small increase from 18.3% in 2020.
- Overall, 2 in 5 managers are women.
- Only 1 in 4 organisations (24%) have a gender-balanced leadership team (40-60% females in senior leadership roles).

Chart 20

Proportion of women by manager category



Two new manager categories, Head of Business (HOB) and KMP/HOB, were introduced in the 2021 WGEA census.

Women continue to get promoted into management

Women account for 41% of all levels of managers (up from 36% in 2013-14).

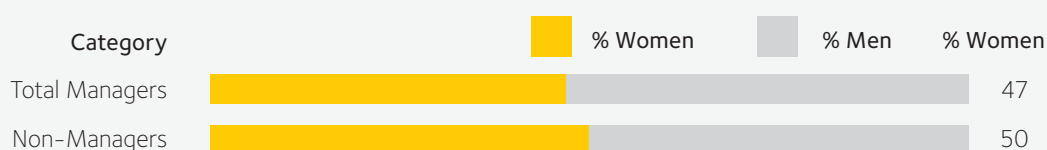
In 2020-21, 47% of all manager promotions went to women. This proportion is consistent with 2019-20.

13% of female managers work on a part-time basis, compared to 2% of male managers.

Women comprise 52% of non-managerial roles and 50% of promotions.

Chart 21

Promotions of women into management and non-management roles



Women's representation on governing bodies

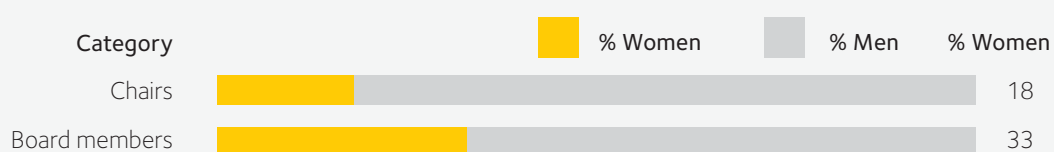
Employers are making progress towards gender balance in decision-making roles – but men still make up the majority of boards and governing bodies.

In 2020-21 the proportion of women on boards is 33% (up 3pp from 2019-20) and the proportion of women chairs is 18% (up 3pp from 2019-20).

This means in 2020-21, 7,680 Board members are women while 15,323 are men. For Chair positions, 659 are women compared to 2,968 men.

Chart 22

Gender composition of boards and governing bodies



Boards are still heavily male-dominated

Only 1 in 5 boards have a gender-balanced representation (18.7%). Since 2014-15, when data collection on this began, the proportion of boards with gender balance has increased and the proportion of boards that are male-dominated has declined by over 10pp. However, in 2020-21, more than 1 in 5 boards (22%) still have no women on them.

Table 1 Change in gender representation on boards over time

Gender proportions	2014-15	2020-21
% boards with 60% and over men	84.2%	73.5%
% of boards with balanced representation (with 41-59% women and men)	11.3%	18.7%
% boards with 60% and over women	4.5%	7.8%
All boards	100%	100%

Table 2 Boards comprising 100% of one gender

Gender Proportions	2014-15	2020-21
Boards with no women	37.1%	22.3%
Boards with no men	0.7%	0.6%

This data was collected for the first time in 2014-15.

Targets for board representation

Only 12% of organisations with male-dominated boards (over 60% men) reported that they have set targets to increase the representation of women on their boards. Within these organisations, the average target to increase the representation of women on the governing body is 35%.

PART 4

Employer action on gender equality

Progress on narrowing pay gaps in organisations

In this reporting period, 42% of reporting organisations had reduced their pay gap since 2019-20 – however, across 37% of organisations the pay gap increased.

Table 3 Percentage of reporting organisations whose gender pay gap has improved, stayed static, or widened since 2019-20

	GPG Improved	GPG Stayed Static (change of under 1pp since 2019-20).	GPG Widened
Number of reporting employers	1701 (42%)	837 (21%)	1473 (37%)

Percentage figures based on the proportion of companies who submitted a report in both 2020 and 2021.

Actions on pay gaps

Types of gender pay gaps within organisations

When conducting a pay gap analysis, employers can look for three types of pay gaps:

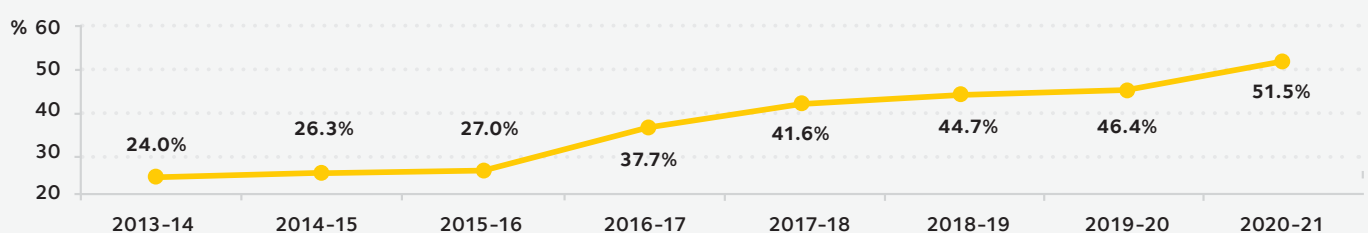
- I. Equal pay for like-for-like roles.
- II. By-level pay gaps – comparing responsibilities and skills at levels within organisations.
- III. Organisation-wide pay gaps – the difference between the average remuneration of women and the average remuneration of men across the organisation.

Employers continue to conduct pay gap audits

There is an increase in the proportion of organisations who have conducted a gender pay gap analysis.

Proportionately, more companies with a gender pay gap in favour of men are undertaking a pay gap analysis.

Chart 23 Percentage of organisations that have conducted a gender pay gap analysis

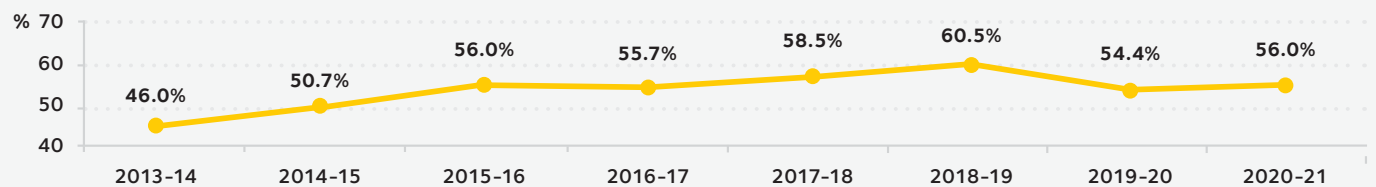


Action gap after pay analysis persists

Over half (56%) of organisations that conducted a pay gap analysis took action as a result. The most common actions were to identify the causes, correct instances of unequal pay, and report metrics to the executive/Board.

Pay gap action

Chart 24 Percentage of organisations that took action as a result of their gender pay gap analysis



Top three actions employers took after conducting pay audits

Table 4 Actions taken after pay audits

	Number of organisations	Percentage
Identified cause/s of the gaps	803	62%
Corrected instances of unequal pay (like-for-like gaps)	705	55%
Reported pay equity metrics (including gender pay gaps) to the executive/Board	645	50%

Top three reasons given by employers who took no action after conducting pay audits

For the organisations who took no action after a pay analysis, the majority (71%) reported that they did not identify unexplained or unjustifiable gender pay gaps in their organisation.

Table 5 Reasons given for no action after pay audits

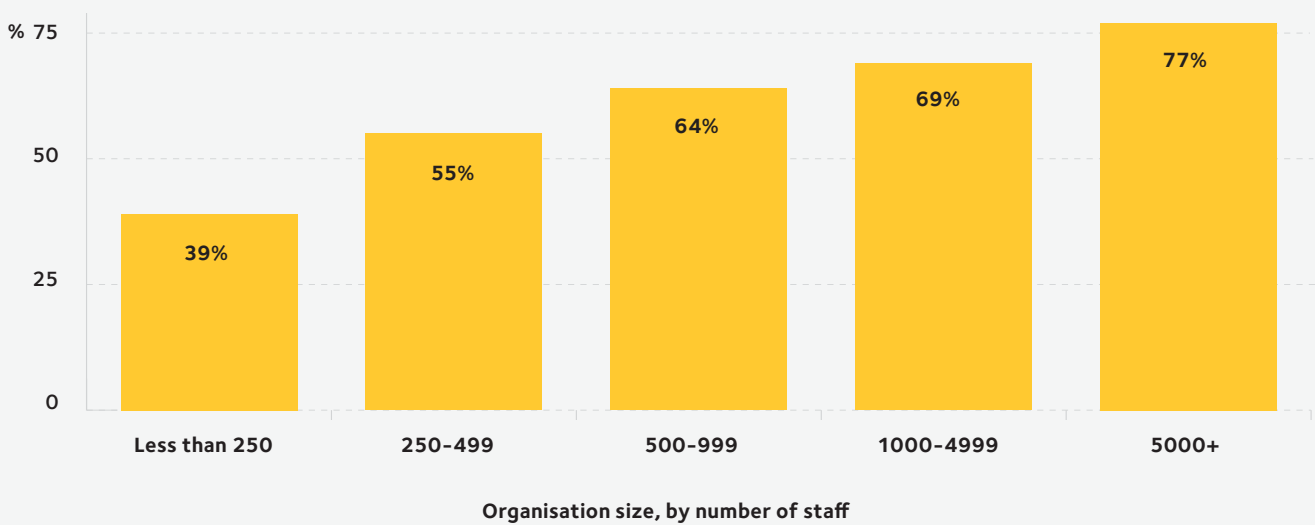
	Number of organisations	Percentage
No unexplainable or unjustifiable gaps identified	707	71%
Salaries set by awards/industrial or workplace agreements	163	16%
Non-award employees paid market rate	157	16%

Accountability – Reporting pay audit results

Large organisations were the most likely to report their pay equity metrics (to executives, boards, employees, or externally) after a pay gap analysis. In 2020-21, 77% of all large organisations (5000+ employees) that conducted a pay gap analysis reported their results to executives and/or boards. In contrast only 39% of small organisations (less than 250 employees) that have conducted a pay gap analysis reported their metrics. While our reporting data shows an increase in the number of organisations conducting pay gap analyses, the number of organisations reporting those results remain low, with only 28% communicating results to their executive and 19.8% communicating results to the board.

Chart 25

Proportion of organisations who reported their metrics after conducting a pay audit, by organisation size



Employers in female-dominated industries least likely to analyse their pay gaps and take action

A higher proportion of organisations in male-dominated and mixed-gender industries are analysing their pay gaps and taking action after an audit. Employers in female-dominated industries are the least likely to do either. This might be due to the perception that female-dominated industries do not have gender pay gaps, due to the high proportion of women and relatively low pay. However, the most highly paid roles in these industries tend to be male-dominated, impacting on their gender pay gaps.

Table 6

Ranking of proportion of industries who reported undertaking a pay gap analysis and taking action

Industry	Proportion of organisations who conducted pay gap analysis	Proportion of industries who reported taking some form of action afterwards
Financial and Insurance Services	76%	66%
Professional, Scientific and Technical Services	74%	69%
Mining	69%	77%
Electricity, Gas, Water and Waste Services	68%	85%
Information Media and Telecommunications	63%	70%
Arts and Recreation Services	59%	63%
Public Administration and Safety	59%	50%
Construction	58%	56%
Rental, Hiring and Real Estate Services	58%	61%
Wholesale Trade	58%	56%
Manufacturing	56%	57%
Administrative and Support Services	54%	48%
Transport, Postal and Warehousing	51%	54%
Agriculture, Forestry and Fishing	51%	43%
Other Services	46%	53%
Retail Trade	44%	46%
Accommodation and Food Services	41%	38%
Health Care and Social Assistance	31%	31%
Education and Training	28%	40%

Employers continue to focus on gender equality

There has been a large increase in the proportion of organisations with policies and practices on gender equality and policies that focus on eliminating gender bias from employment processes, including recruitment and promotion. About 77% of all reporting organisations have a gender equality policy and/or strategy overall. Notably, the majority of organisations have policies and practices in recruitment, training and development, performance management processes and promotions, all of which are the primary areas where unconscious biases might occur.

While only 36% of organisations have key performance indicators for managers relating to gender equality, this has doubled from 18% in 2013-14.

Table 7 Percentage of organisations with policies and/or strategies to support gender equality in specific human resource functions

	2013-14	2020-21	8-year difference (pp)
Recruitment	73%	86%	13
Training and development	64%	83%	19
Performance management processes	61%	82%	21
Gender equality overall	66%	77%	11
Promotions	56%	72%	17
Talent identification	47%	70%	23
Succession planning	44%	69%	24
Retention	48%	67%	18
Key performance indicators for managers relating to gender equality	18%	36%	18

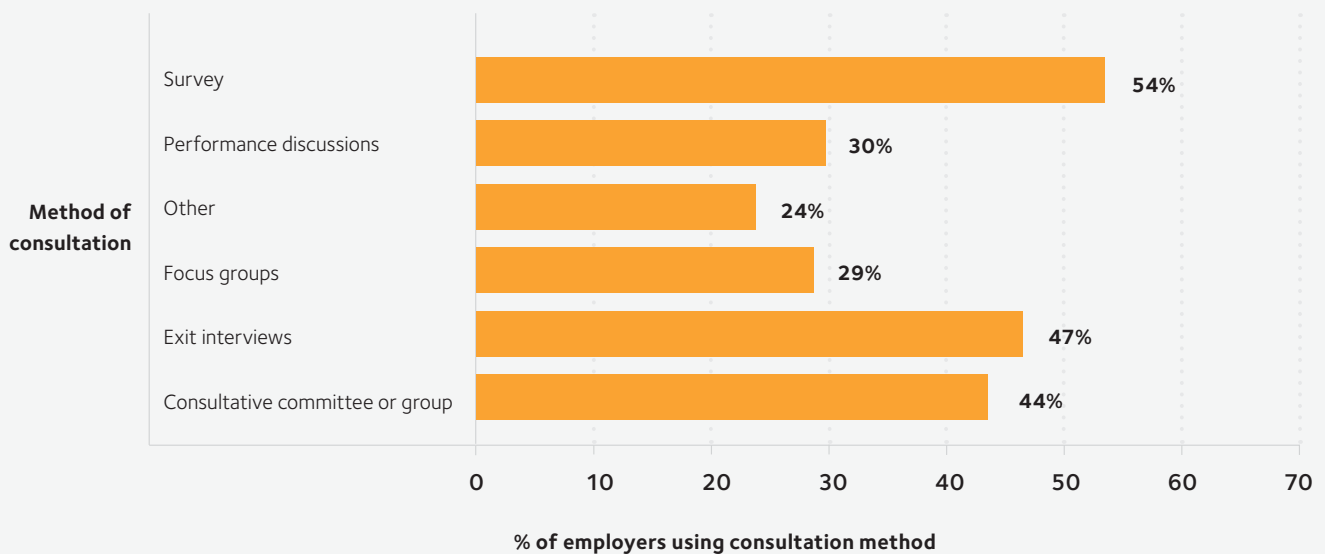
Only half of all employers are consulting with staff on gender equality issues

Only half of the reporting organisations have consulted with employees on gender equality issues. This has remained consistent since 2014. Ongoing consultation helps organisations understand any emerging needs and priorities of employees and generates practical ideas and solutions. Findings from consultations should inform policies and strategies and generate positive change in workplaces.

The most popular modes of consultation were surveys (54% of reporting organisations who consulted with their employees) and exit interviews (47%). The majority of organisations that consulted on gender equality issues did consult with all staff (72%), compared to 14% of organisations that consulted with managers only.

Chart 26

Methods and categories of employee consultation



Parental Leave

Availability of paid parental leave continues to improve

3 in 5 employers (60%) in the 2020-21 dataset offer access to employer-funded paid parental leave (either to both women and men or to women only), in addition to the government scheme. However, access to parental leave continues to be highly dependent on the size and industry of the employer. Half of all employers in the 2020-21 dataset offer paid parental leave for secondary carers.

- The average length of primary carer's leave is 10.8 weeks
- The average length of secondary carer's leave is 2.3 weeks

Most employers offer paid parental leave regardless of gender

91% of organisations providing primary carer's leave make no distinction between women or men taking that leave, with 9% of organisations providing primary carer's leave to women only.

Paid parental leave is most likely offered by large organisations, with 8 in 10 employers of 5000+ staff offering primary carer's leave to all, regardless of gender.

Chart 27

Proportion of organisations offering paid primary carer's leave, by type and organisation size

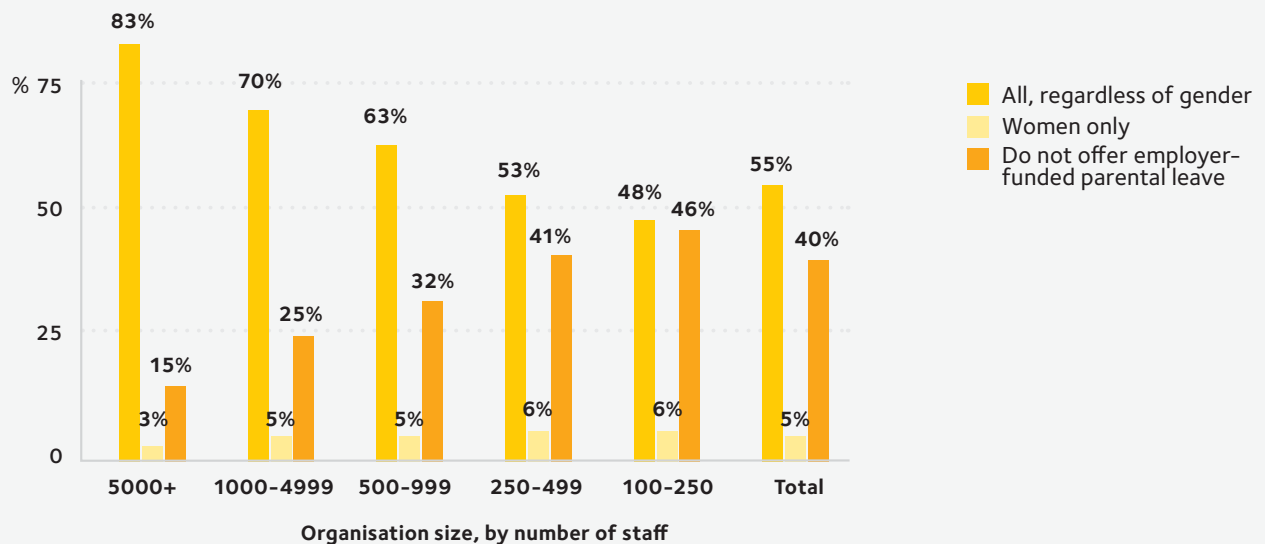
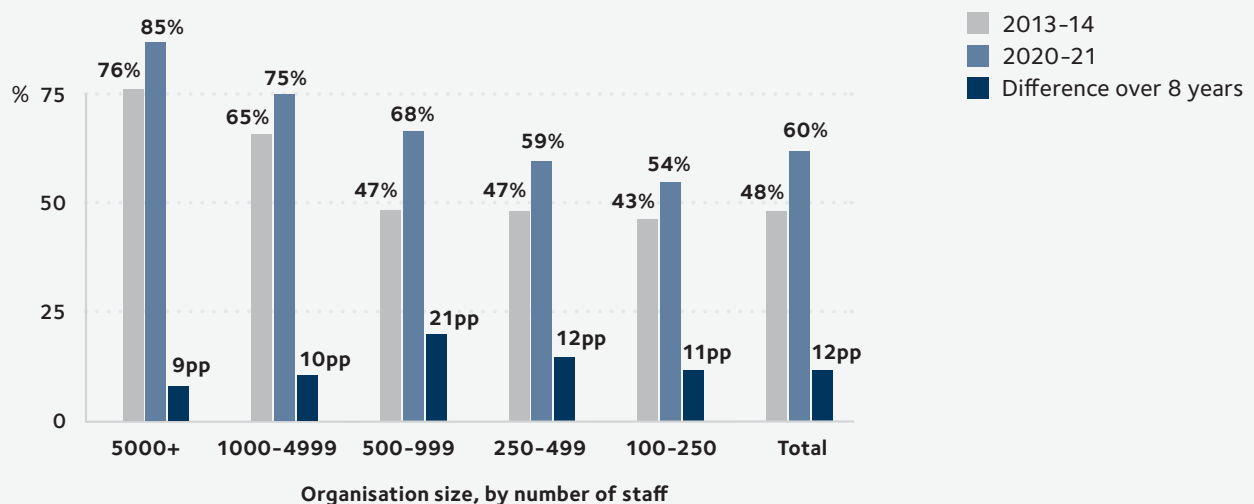


Chart 28

Change in the proportion of organisations offering paid primary carer's leave by organisation size



Length of primary carer's leave

If organisations offer parental leave, the most common length of paid primary carer's leave offered is between 7-12 weeks (23%). Less than 1 in 10 employers with paid parental leave offer 18 weeks or more.

Chart 29

Typical number of weeks of paid primary carer's leave offered by employers*



*Includes employers who offer paid primary carer's leave to both men and women, as well as employers who offer primary carer's leave to women only.

Paid parental leave is more likely in female-dominated industries

Half of organisations in male-dominated industries (50%) do not offer any form of paid primary carer's leave, compared to only 1 in 4 organisations in female-dominated industries. Female-dominated industries are also more likely to offer paid parental leave for all genders.

Table 8 Paid primary carer's leave by gender-dominated industries

	All, regardless of gender	Women only	Do not offer paid primary carer's leave
Mixed industries	56%	3%	41%
Male-dominated industries	45%	5%	50%
Female-dominated industries	66%	10%	24%
	55%	5%	40%

Table 9 Average weeks of employer-funded primary carer's leave offered, by industry

Female vs male industries	Average weeks offered (available to all)	Average weeks offered (available to women only)
Mixed industries	10.8	9.4
Male-dominated industries	11.1	9.3
Female-dominated industries	10.6	11.2
Total average	10.8	10.2

Increase in the proportion of employers offering employer-funded paid parental leave to employees

Organisations in male-dominated industries have seen the largest increases in parental leave offerings over time, including Mining, Construction and Agriculture, Forestry and Fishing. The proportion of organisations with parental leave in these industries has increased by 20pp.

Mixed gender industries have also had a large increase in the proportion of employers offering parental leave, including Rental, Hiring and Real Estate Services, Information, Media and Telecommunications and Wholesale Trade.

Table 10 Availability of primary carer's leave, by industry

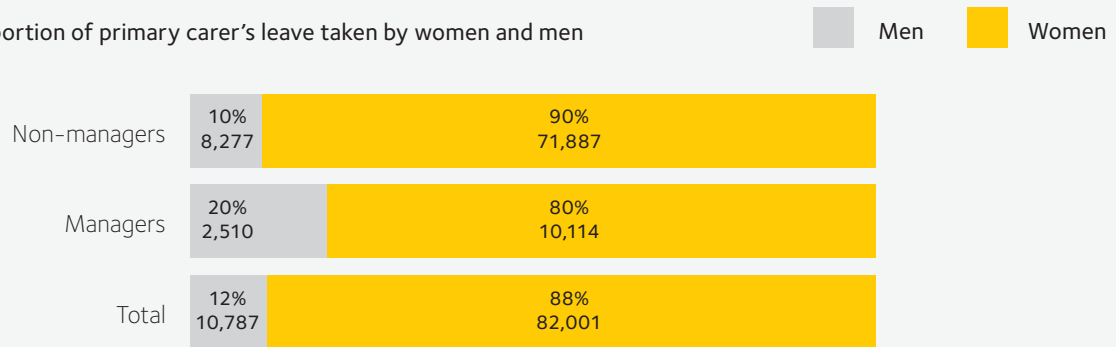
Industry	Percentage of industry offering paid primary carer's leave (to men and women, or women only)	Increase over time since 2013-14 (pp)
Education and Training	88%	2
Electricity, Gas, Water and Waste Services	85%	0
Financial and Insurance Services	84%	9
Mining	78%	25
Professional, Scientific and Technical Services	77%	12
Information, Media and Telecommunications	73%	17
Other Services	66%	15
Health Care and Social Assistance	66%	3
Arts and Recreation Services ¹	62%	13
Rental, Hiring and Real Estate Services	54%	24
Wholesale Trade	50%	16
Manufacturing	44%	10
Construction	43%	21
Public Administration and Safety	41%	15
Transport, Postal and Warehousing	39%	15
Agriculture, Forestry and Fishing	39%	20
Administrative and Support Services	37%	11
Retail Trade	31%	12
Accommodation and Food Services	31%	12
ALL	60%	12

Men less likely to take primary carer's leave

There has been an increase in the uptake of primary carer's leave by men – particularly amongst men in management roles. However, while over half of organisations offer primary carer's leave to men and women, men are still less likely to use these benefits.

- Women account for 88% of all primary carer's leave taken and men account for 12%
- Within managers, men account for 20% of all primary carer's leave taken

Chart 30 Proportion of primary carer's leave taken by women and men

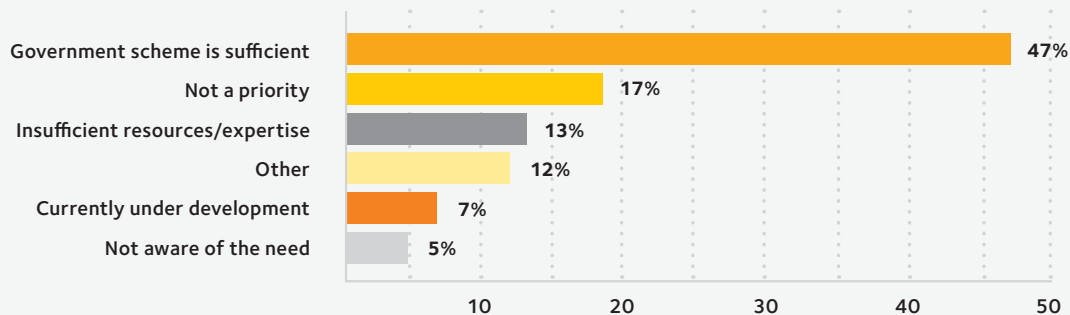


Parental leave – actions in development

For the organisations that do not offer paid primary and secondary carer's leave – about 40% of all employers – the most commonly reported reason given was that the current government scheme is sufficient.

Chart 31

Reasons given for not having employer funded parental leave



How parental leave is paid

Most organisations with a paid parental leave policy pay the employee's full salary while they are on leave. Of the employers offering paid parental leave, 4 in 5 (81%) pay the employee's full salary while they are on employer-funded parental leave.

Table 11 Breakdown of the types of parental leave payments offered by employers

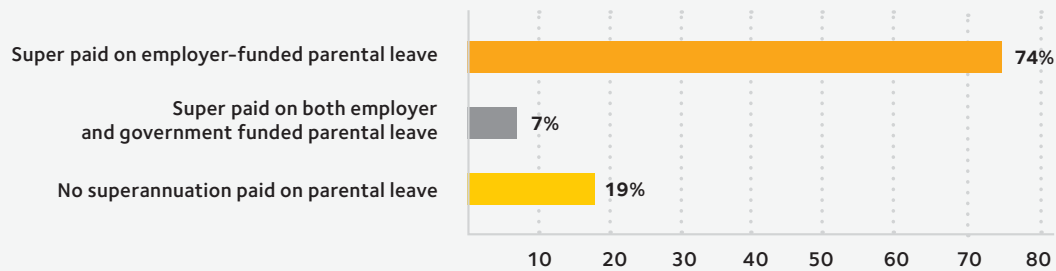
	Proportion of organisations
As a lump sum payment	7%
Paying the gap between the employee's salary and the government's paid parental leave scheme	12%
Paying the employee's full salary	81%

Organisations are paying superannuation on parental leave

4 in 5 (81%) employers offering paid parental leave also pay superannuation for parents while on paid leave: almost $\frac{3}{4}$ (74%) pay superannuation during the employer-funded parental leave, and 7% pay superannuation on both employer-funded and government-funded parental leave.

Chart 32

Percentage of organisations offering superannuation on parental leave



Support for parents and carers

Since WGEA's data collection began, employers have become increasingly supportive of working parents. Breastfeeding facilities in workplaces have increased by nearly 25pp since 2013-14, while referral services to assist workers with family and caring responsibilities have increased by 11pp. A small proportion of employers provide childcare support services, such as on-site childcare (9%) and employer-funded childcare subsidies (7%).

Table 12 Other forms of employer-funded support for parents

	2013-14	2020-21	Difference in pp from 2013-14 to 2020-21
Referral services to support employees with family and/or caring responsibilities	44%	55%	11pp
On-site childcare	9%	9%	-
Employer-subsidised childcare	6%	7%	1pp
Childcare referral services	9%	10%	1pp
Breastfeeding facilities	45%	69%	24pp

Flexible work

More organisations offer flexible work

In 2020–21, more organisations have embedded a policy and/or strategy to support their workforce in working flexibly. When asked whether COVID made it more likely that flexible working arrangements would be approved, 65% of respondents said that both women and men were more likely to be approved for formal flexible working arrangements. Employers are offering multiple forms of flexibility, with adaptable hours of working, telecommuting/remote working arrangements, and time-in-lieu being the three most common forms of informal flexibility arising within Australian businesses in response to the changing COVID environment.

Chart 33

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

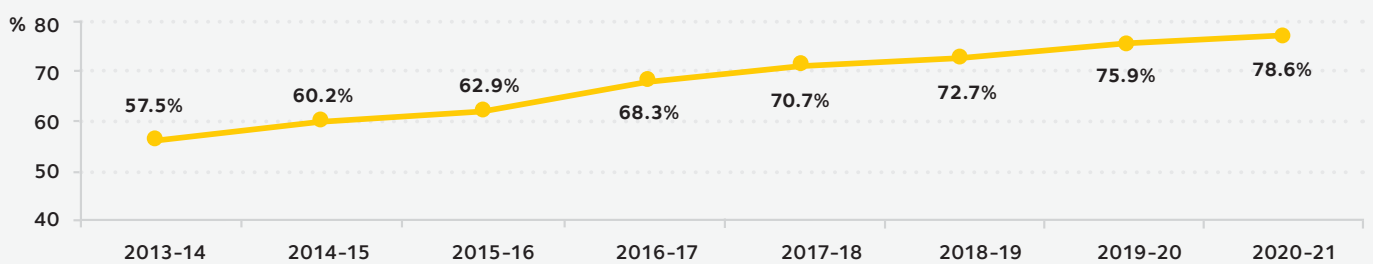
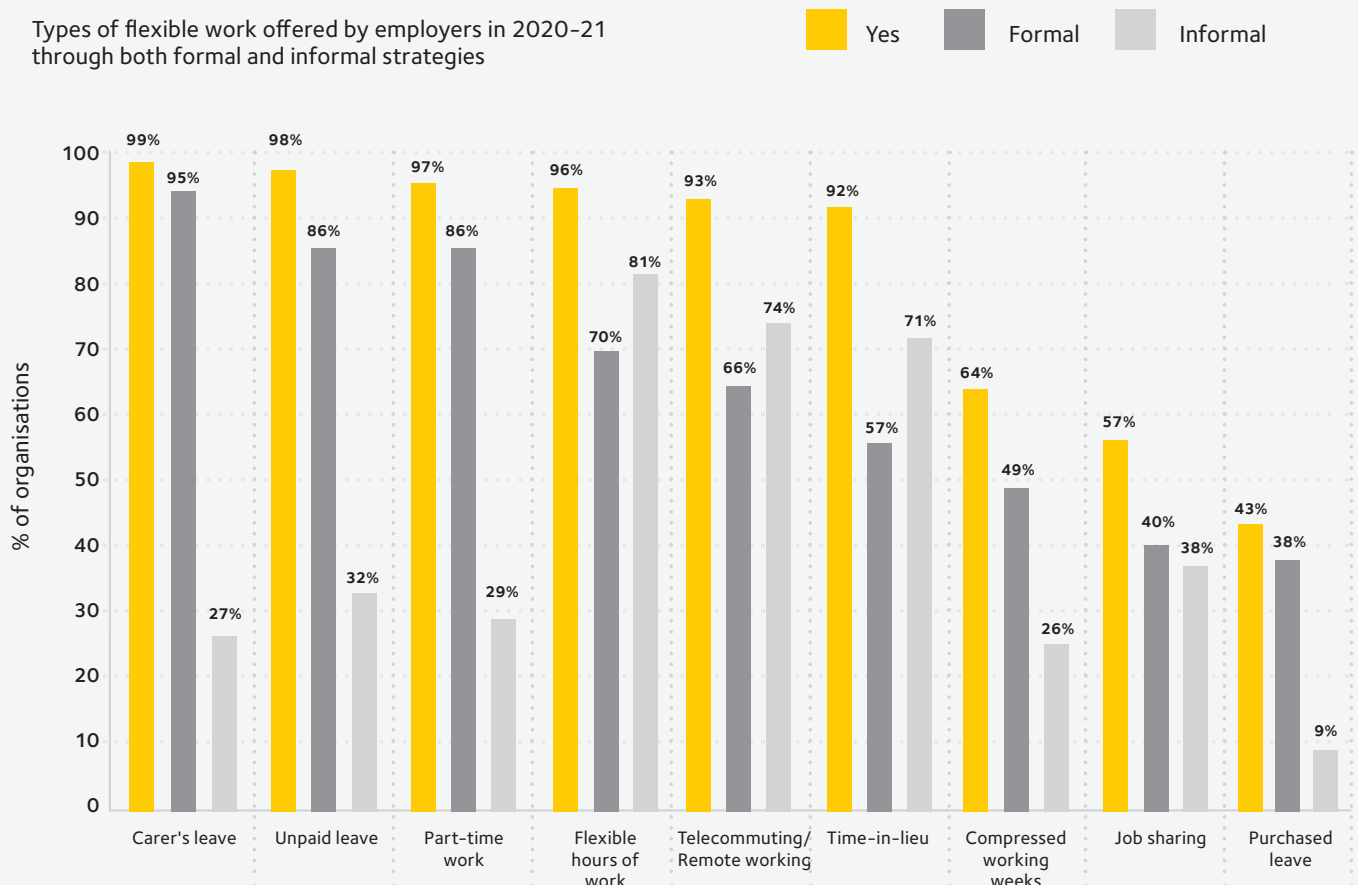


Chart 34

Types of flexible work offered by employers in 2020-21 through both formal and informal strategies



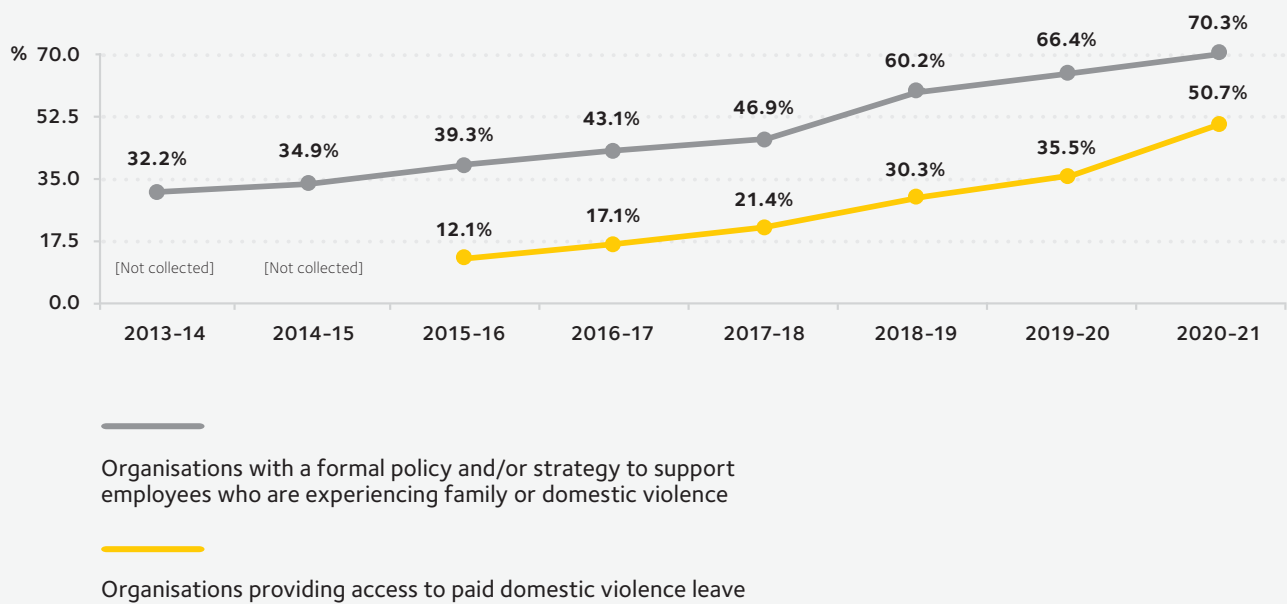
Family and domestic violence

Over half of all organisations now offer paid domestic violence leave

Over 70% of employers now have a formal policy and/or strategy to support employees experiencing family or domestic violence – this has doubled over the last eight years. There has also been a substantial jump in employers offering paid domestic violence leave since 2018-19, up 20pp to nearly 51% of organisations.

Chart 35

Percentage of organisations with a formal policy and/or strategy to support employees who are experiencing family or domestic violence

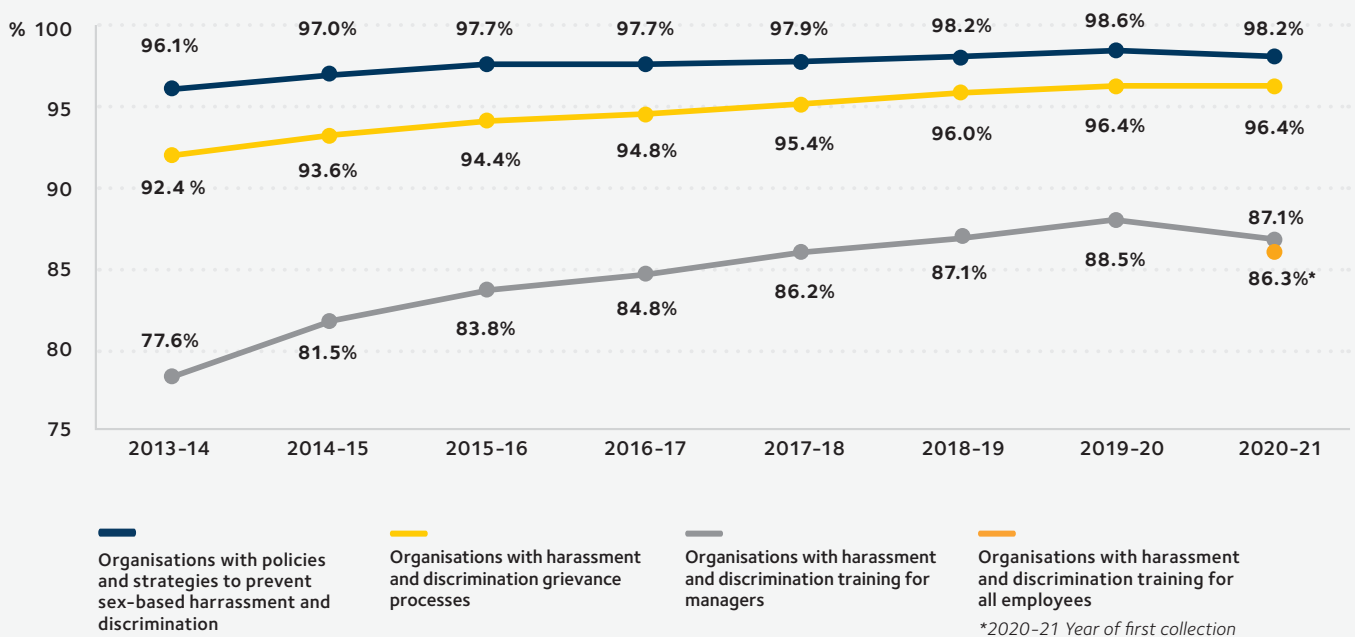


Prevention of sex-based harassment and discrimination

Organisations continue to focus on preventing sex-based harassment and discrimination. 98% of businesses surveyed have policies and/or strategies in place targeting sexual harassment; and 96% have specific discrimination and harassment grievance processes established. Almost 9 in 10 organisations have training available for the prevention of sex-based harassment and discrimination for all employees, including managers.

Chart 36

Organisations' sex-based harassment and discrimination measures over time*



* While the majority of employers have policy frameworks in place, reports of sex-based harassment continue to persist in workplaces. The data collected by WGEA to date is limited in this area, but following the Respect@Work report in 2020, work will continue on expanding this dataset over time.

About the Workplace Gender Equality Agency and its dataset

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 2020-21 WGEA dataset is slightly smaller compared to recent years due to the impacts of COVID, changes to the WGEA reporting platform, and changes to the way corporate group organisations report using the new platform. There has been an increase of nearly 300,000 employees covered in the WGEA dataset since reporting under the Act commenced in 2013-14.

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