

Understanding the **Commonwealth Public Sector Gender Equality Scorecard**



27 June 2024



Acknowledgement of Country

In the spirit of reconciliation, the Workplace Gender Equality Agency acknowledges the Traditional Custodians of the country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

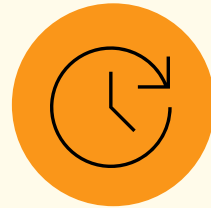
Agenda



Background on Commonwealth public sector gender equality reporting



Key takeaways from the Scorecard



Where to next?



Q&A





Commonwealth public sector gender equality reporting

Mary Wooldridge
CEO, WGEA

Commonwealth public sector gender equality reporting

All 116 Commonwealth public sector employers reported to WGEA against **6 Gender Equality Indicators** for the first time at the end of 2023 (for the 2022 year).



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 – Flexible work and support for employees with family or caring responsibilities



GEI 5 – Consultation with employees on issues concerning gender equality in the workplace



GEI 6 – Sexual harassment, harassment on the ground of sex or discrimination

What is the Commonwealth Public Sector Gender Equality Scorecard?

- The **first public analysis** of the **Commonwealth public sector performance** against each of the 6 Gender Equality Indicators.
- The Commonwealth public sector total remuneration **average gender pay gap is 13.5%**. This equates to women, on average, earning **\$19,007** less every year.
 - *To compare: The remuneration gender pay gap for the private sector is 21.7%. This equates to a difference of \$26,393 per year.*



How does this report differ to the APSC Remuneration Report?

	APS Remuneration Report (APSC)	Commonwealth Public Sector Gender Equality Scorecard (WGEA)
Key insights	<ul style="list-style-type: none"> • Workforce composition • Base salary gender pay gap • Senior executive remuneration 	<ul style="list-style-type: none"> • Data against the 6 gender equality indicators (GEIs), including policies, strategies, and actions • Compares public sector to the private sector
Employees covered	<ul style="list-style-type: none"> • APS employees 	<ul style="list-style-type: none"> • Commonwealth public sector employees, including those who are not APS (e.g. Defence Force, Australia Post) • Only employers with 100 or more employees
Gender pay gap calculation	<ul style="list-style-type: none"> • Calculated using base salary 	<ul style="list-style-type: none"> • Calculated using both base salary and total remuneration

WGEA's Data Explorer

- Compare your results using **WGEA's Data Explorer**.
- The data include:
 - Workforce and governing body composition
 - Resignations, promotions and appointments trends
 - Actions to promote gender equality
 - Uptake of parental leave
- **Data does not include your agency's gender pay gap.**



Key takeaways from the Scorecard

Celeste Koens

Program Manager - Public Sector Reporting, WGEA

Dr Camilla Stonier

Senior Education and Research Advisor, WGEA

What employers does it cover?

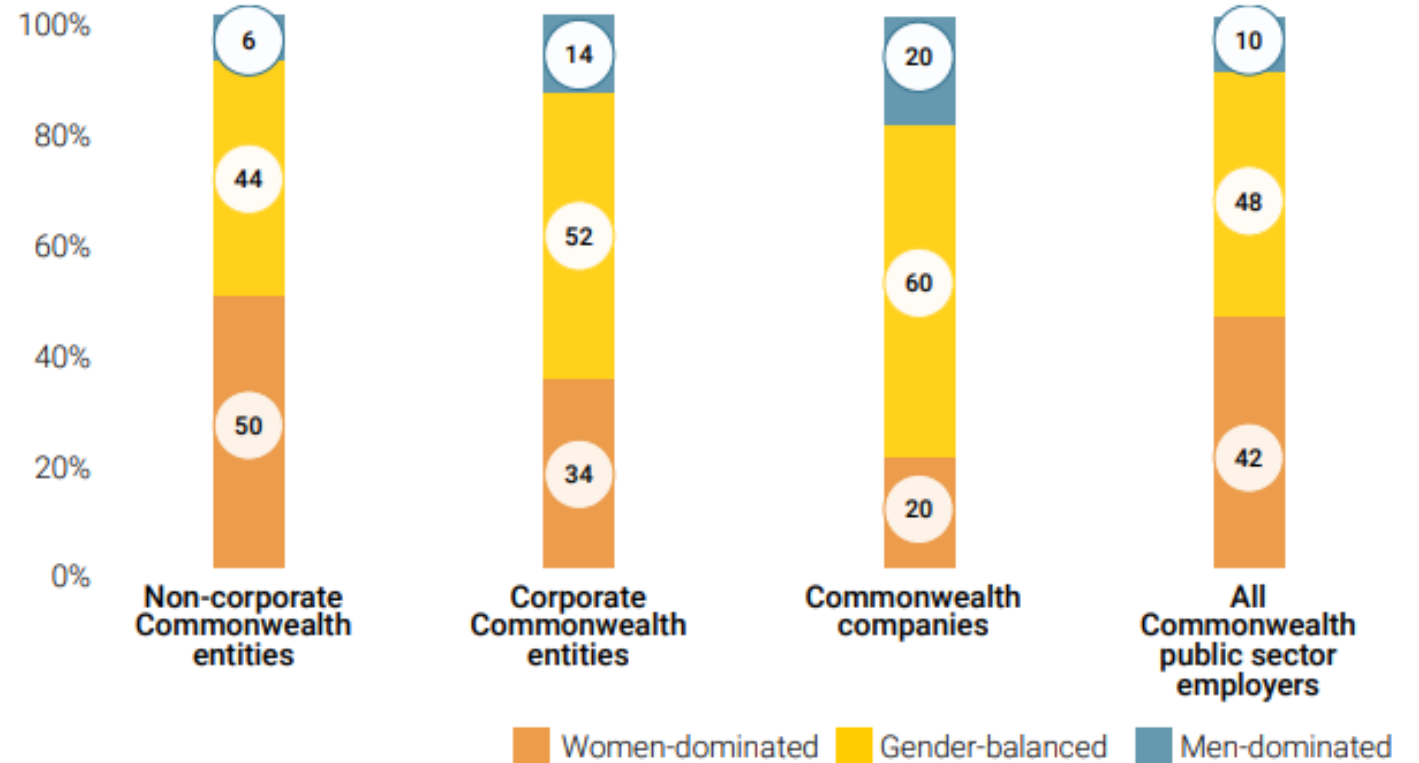
The Scorecard includes 116 Commonwealth public sector employers and 338,951 employees

Commonwealth public sector employer type	Number of employers	Number of employees	Proportion of employees (%)
Non-corporate Commonwealth entities	64	256,721	76
Corporate Commonwealth entities	44	74,988	22
Commonwealth companies	5	7,242	2
All Commonwealth public sector workforce	113*	338,951	100

GEI1: Gender composition of the workforce

- **It's a men-dominated workforce:**
 - 43.5% are women
 - 56.3% are men
 - 0.2% identify as non-binary
- **Nearly half of employers are gender-balanced (48%)** but large men-dominated employers contribute to the gender-composition **in favour of men.**

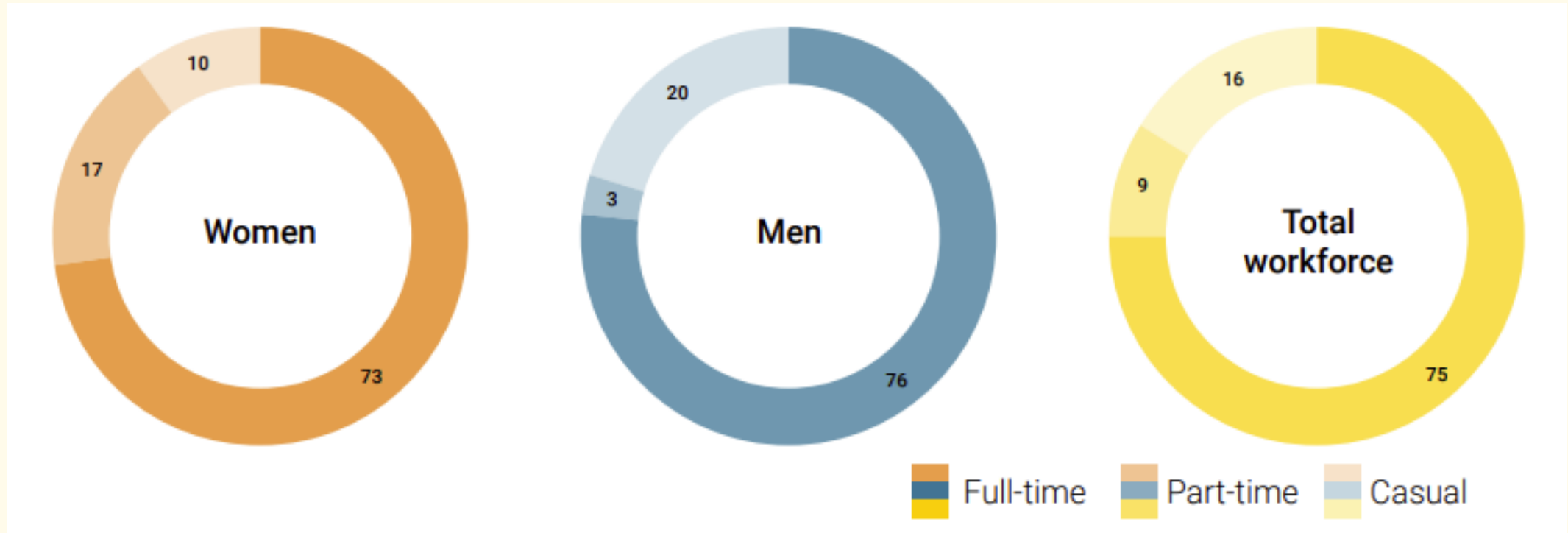
01|Chart: Gender-balance of employers by Commonwealth public sector employer type



GEI1: Gender composition of the workforce

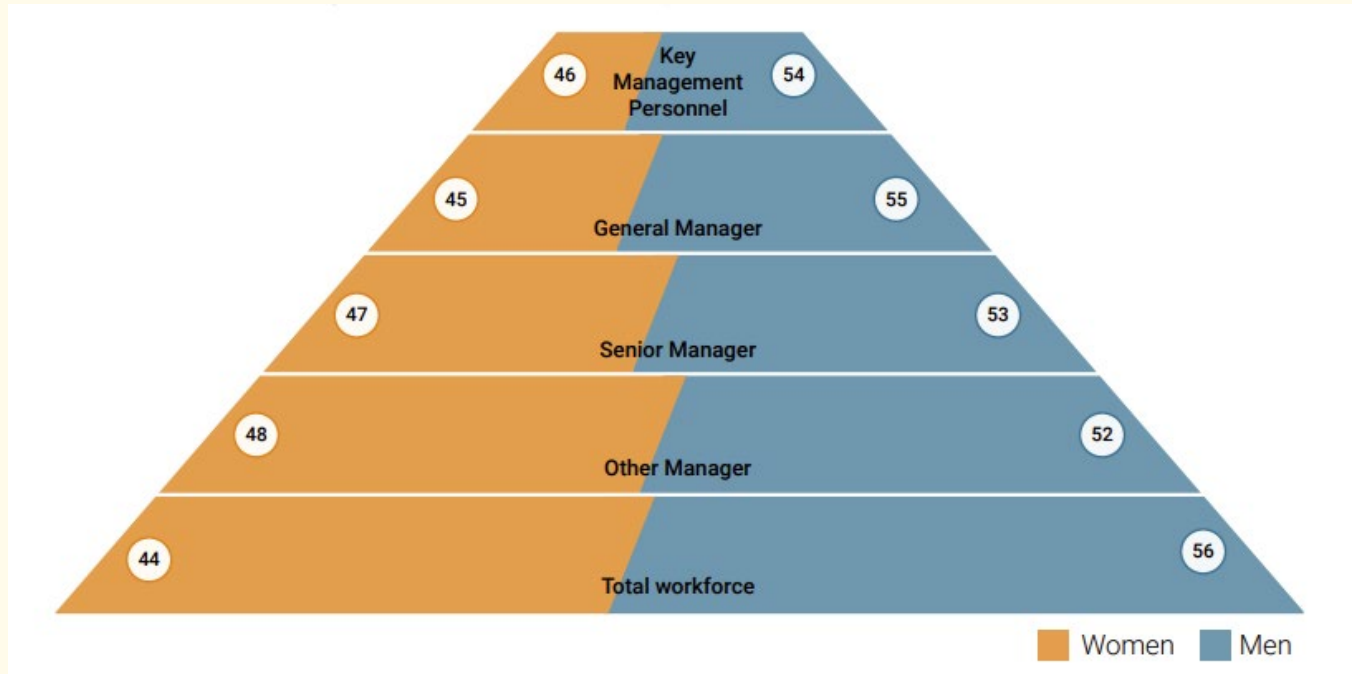
The Commonwealth public sector is mostly a full-time workforce but:

- Women are more likely to work **part-time**
- Men are more likely to work **casually**
- Only **8%** of managers work part-time

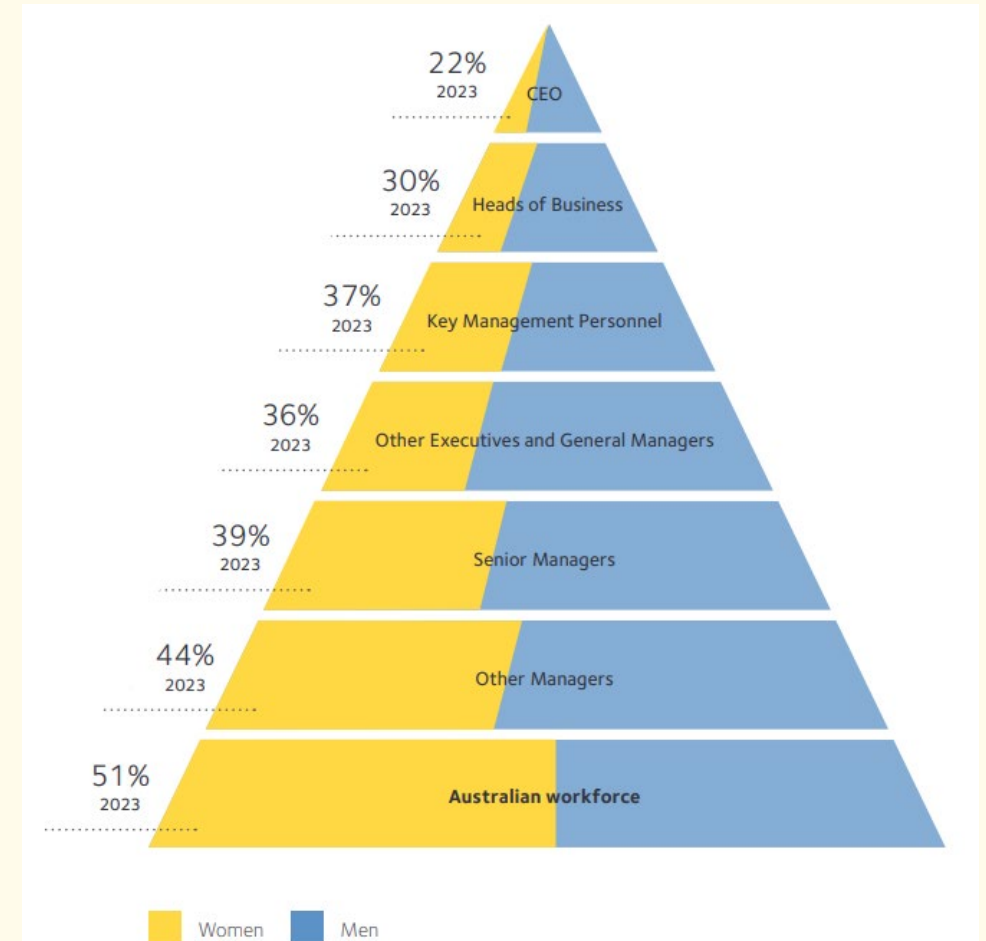


GEI1: Gender composition of the workforce

Management positions are gender-balanced: 48% of employers have a gender-balanced management team

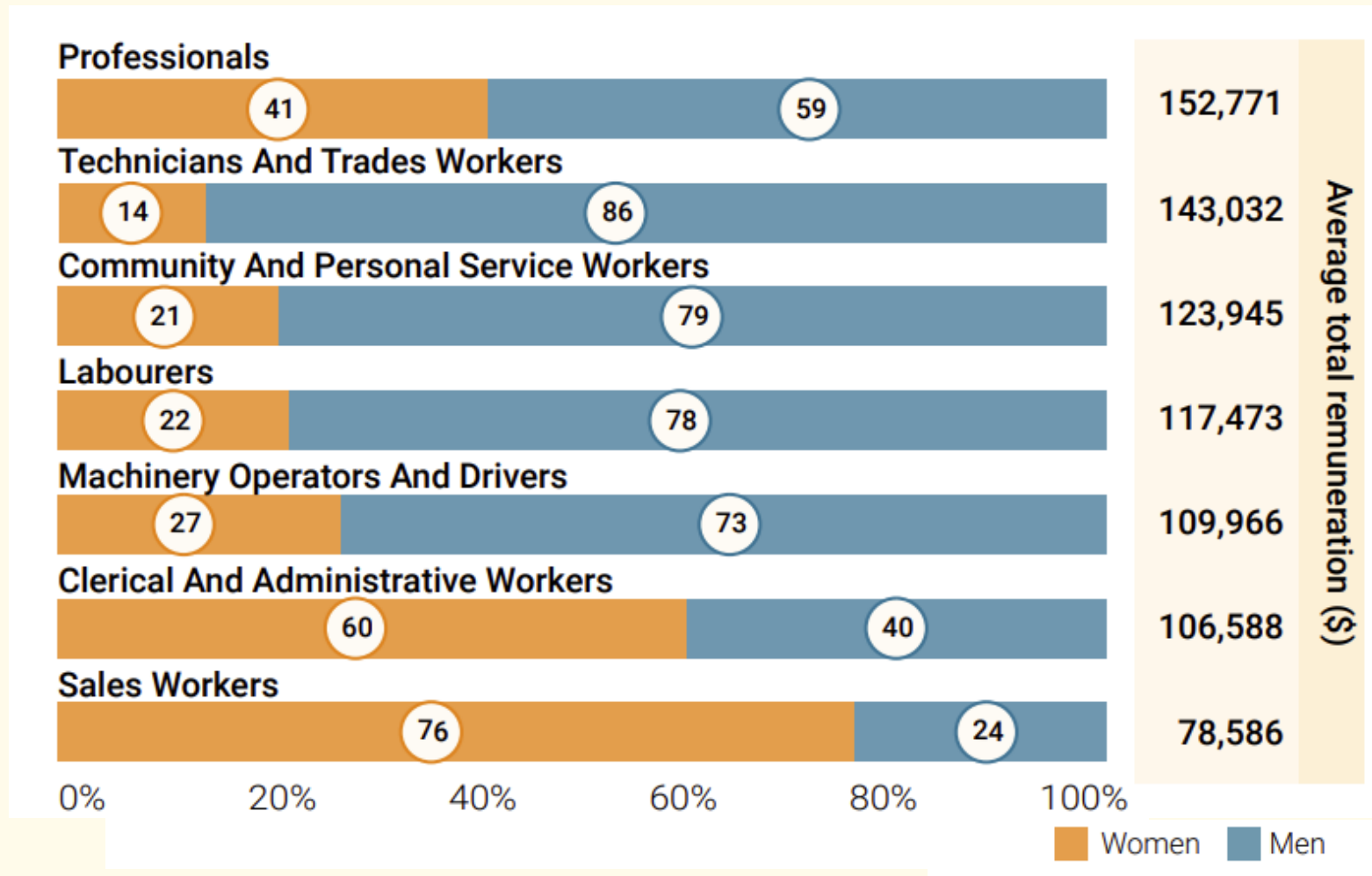


Commonwealth Public Sector 2022



GEI1: Gender composition of the workforce

Women are under-represented in highly-paid non-manager occupations



GEI2: Gender composition of governing bodies

Women hold half of governing body positions

- Though, **men** are still more likely to lead governing bodies.

Employer type	Women Chairs (%)	Women members (%)	Men Chairs (%)	Men members (%)
Non-corporate Commonwealth entities	44	54	56	46
Corporate Commonwealth entities	39	48	61	52
Commonwealth companies	33	54	67	46
All Commonwealth public sector employers	42	51	58	49

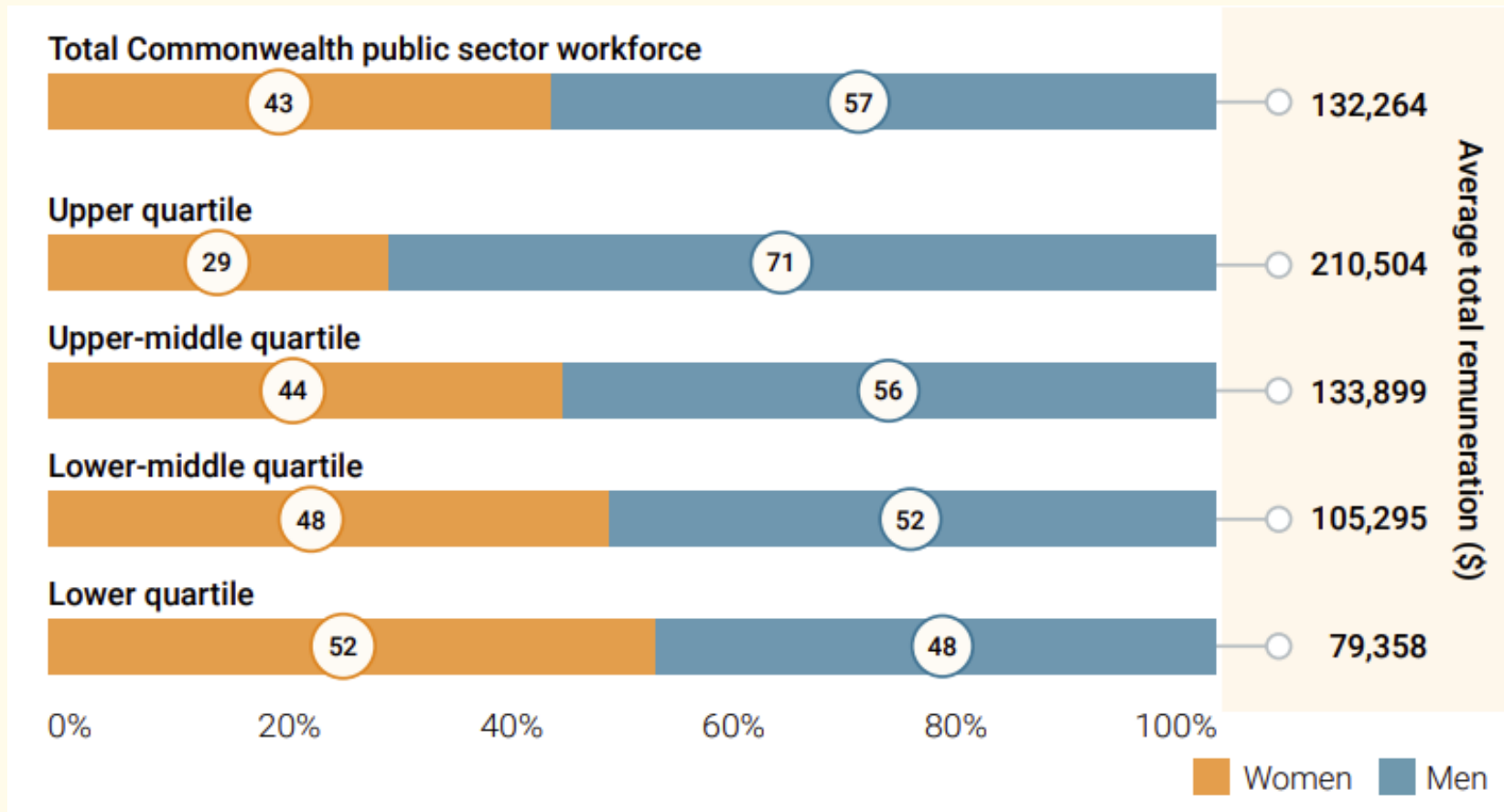
GEI3: Equal remuneration

The total remuneration average gender pay gap for Commonwealth public sector is 13.5%. This is 8.2 percentage points lower than the private sector gender pay gap.

Commonwealth public sector employer type	Gender pay gap (%)
Non-corporate Commonwealth entities	14.4
Corporate Commonwealth entities	8.3
Commonwealth companies	13.3
All Commonwealth public sector employers	13.5
All private sector employers (2022-23)	21.7

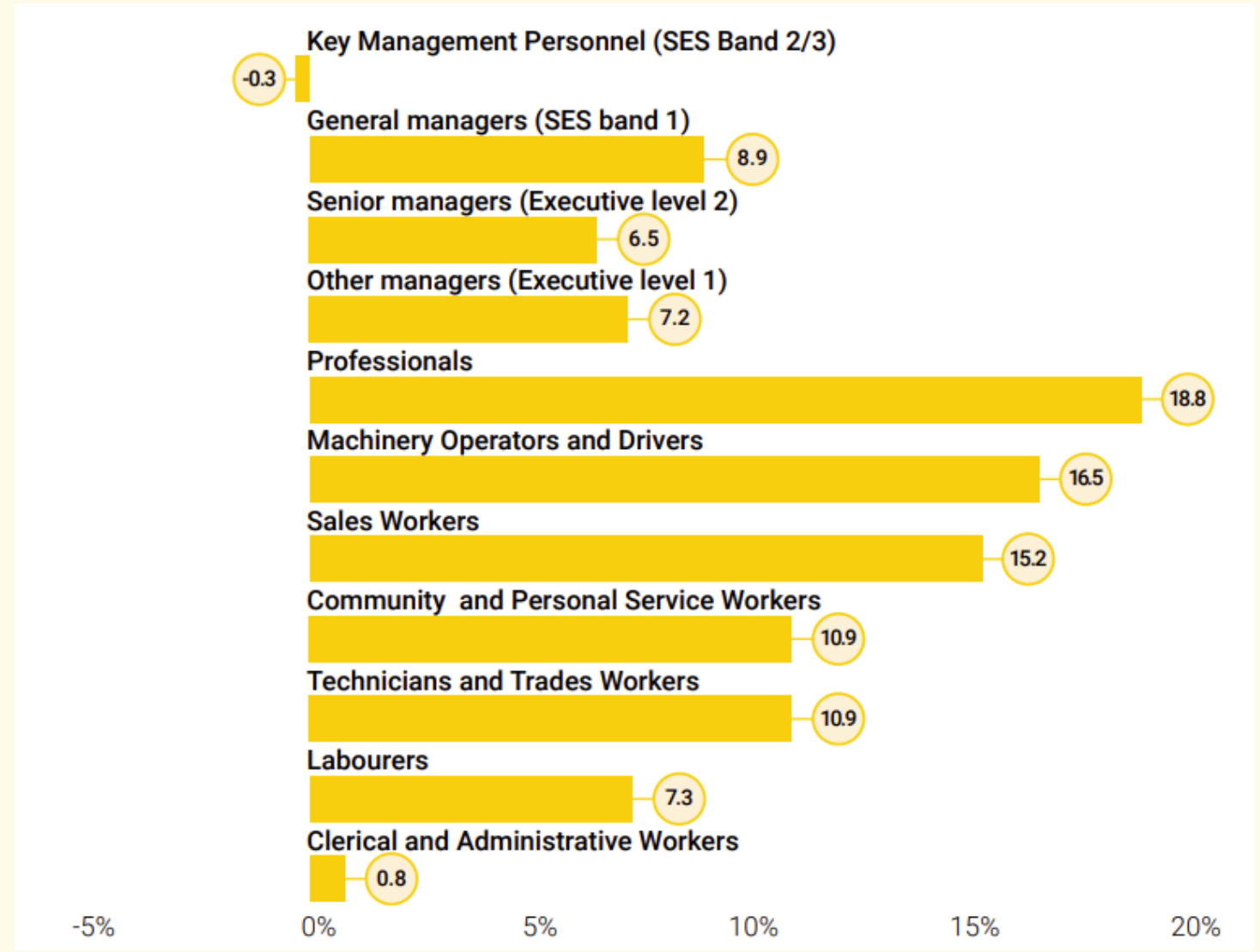
GEI3: Equal remuneration

Men are 2.5 times more likely to be in the highest earning quartile than women



GEI3: Equal remuneration

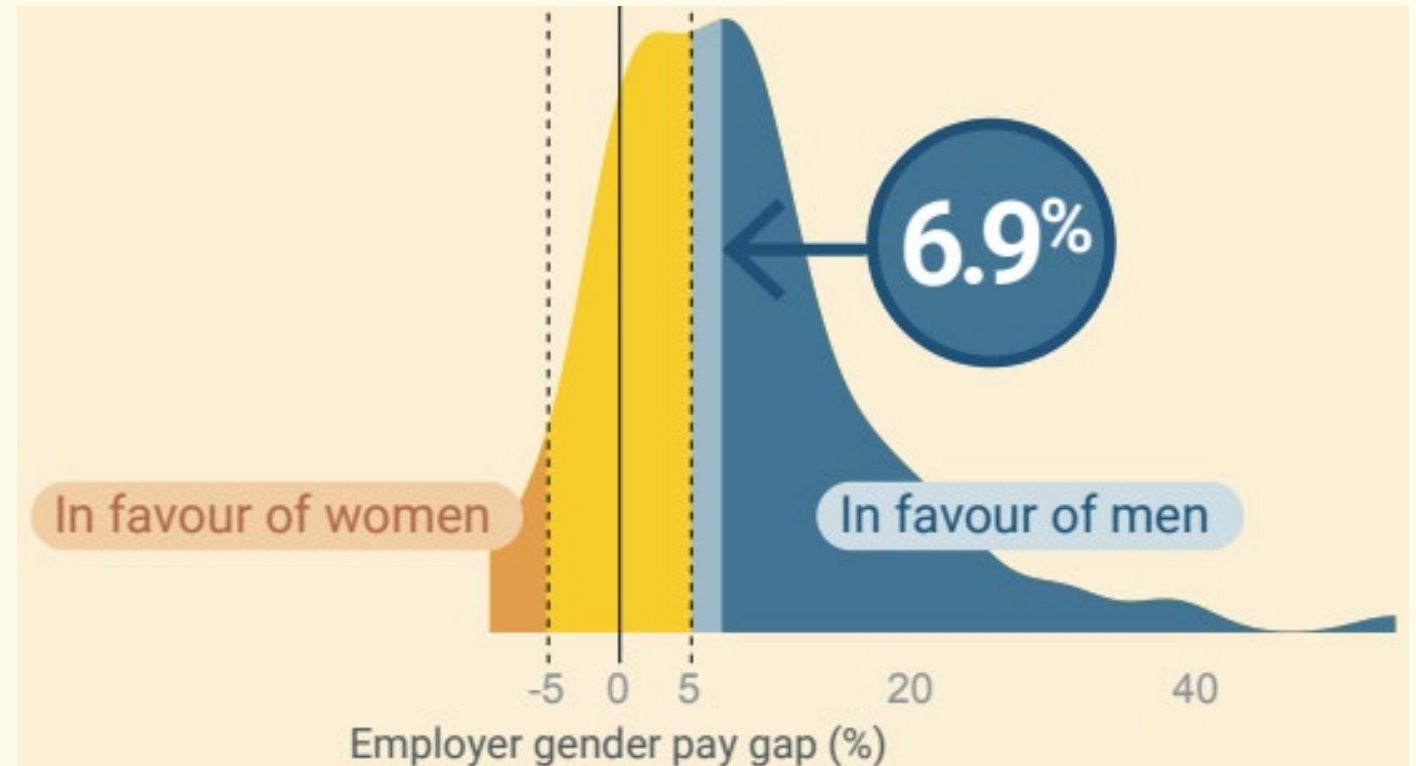
Women, on average, only out-earn men at the most senior management level



GEI3: Equal remuneration

Half of employers have a median gender pay gap above 6.9%

- 59% have a median gender pay gap **in favour of men** ($>5\%$)
- 36% have a **neutral** gender pay gap (within $\pm 5\%$)
- 4% have a median gender pay gap **in favour of women** ($<-5\%$)



GEI3: Equal remuneration



64%

of employers overall have
conducted a **pay gap analysis**

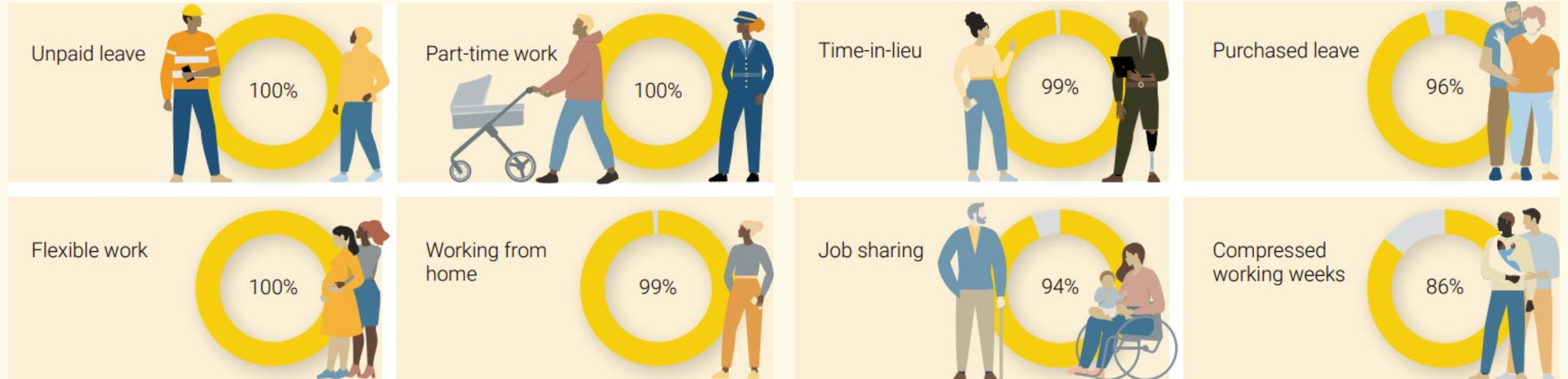


64%

of those subsequently **took action**

GEI4: Flexible work and support for families and carers

Employers are embracing the full range of flexible work options



GEI4: Flexible work and support for families and carers

Most employers still label 'primary' and 'secondary' carers

98% of employers offer paid parental leave

Of those 98%:

13% offer **universally available** paid parental leave (*21% in the private sector*)

87% offer this leave using **'primary'/'secondary' carers labels**

Of those 87%:

15% offer primary carer's leave to **women only**

GEI4: Flexible work and support for families and carers

Women are taking the majority of primary carer's leave

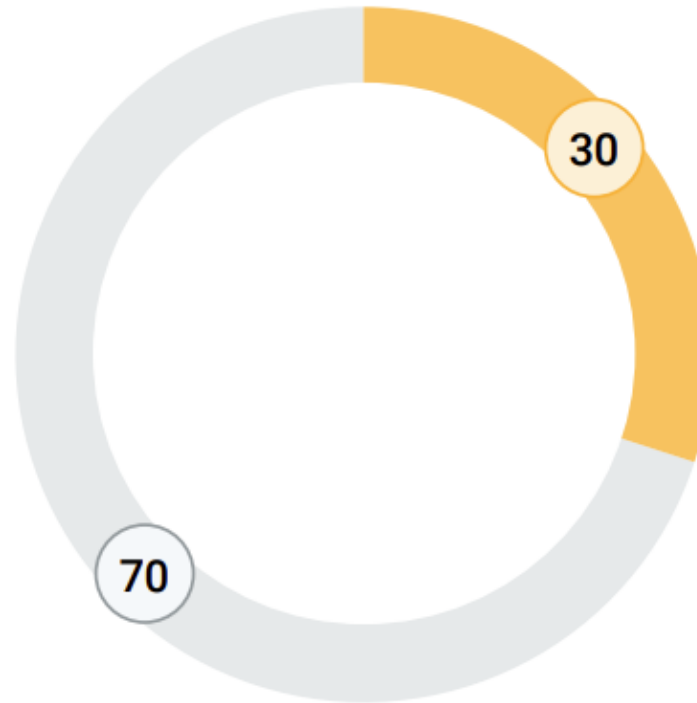
- Only **11%** of men took universally available/primary carer's leave

Commonwealth public sector employer type	% leave taken by men	Men in workforce (%)
Non-corporate Commonwealth entities	7	56
Corporate Commonwealth entities	17	56
Commonwealth companies	42	63
All Commonwealth public sector employers	11	56

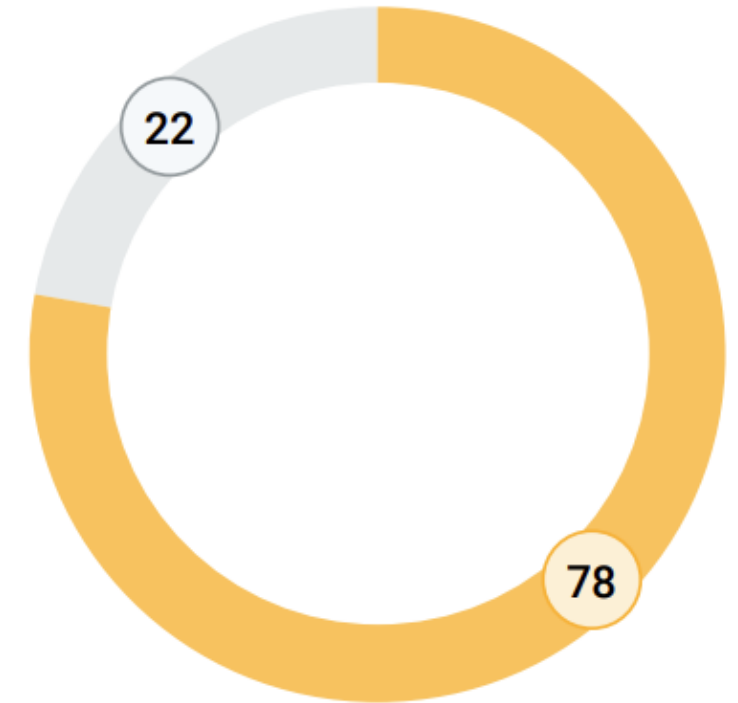
GEI5: Employee consultation

Most employers are consulting employees on workplace gender equality issues, but few have policies on it

25|Chart: Proportion of employers with a formal policy or strategy for consulting employees on gender equality

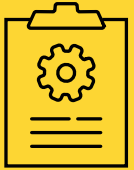


26|Chart: Proportion of employers that consult employees about gender equality



GEI6: Prevention of sexual harassment or discrimination

Almost all employers have a policy or strategy



97% of employers have a policy or strategy

Of those 97%:

83% have a **grievance process** contained in the policy or strategy



78% provide training for managers, but **larger** employers are more likely to provide training than smaller employers

Key takeaways and areas for action



What the Commonwealth public sector is doing well

- Substantially **lower gender pay gap** than private sector
- Gender-balance in **all** management levels
- Leading the way on **flexible work**



Areas for action

- Taking action at the **agency level**, rather than just whole-of-service
- **Attracting women** to more highly-paid, professional and technical roles
- **Encouraging men** to take up primary carer's leave

Where to next?

Penelope Cottrill

Executive Manager, Education and Research, WGEA

Understand your gender pay gap

Undertake a gender pay gap analysis

- Use our Gender Pay Gap Analysis Guide
- Need more? Enrol in a Masterclass

1 Women and men paid differently for equal or comparable work (unequal pay)

2 More men in leadership roles, more women in more junior roles

3 More men in higher-paid jobs, women in lower-paid jobs

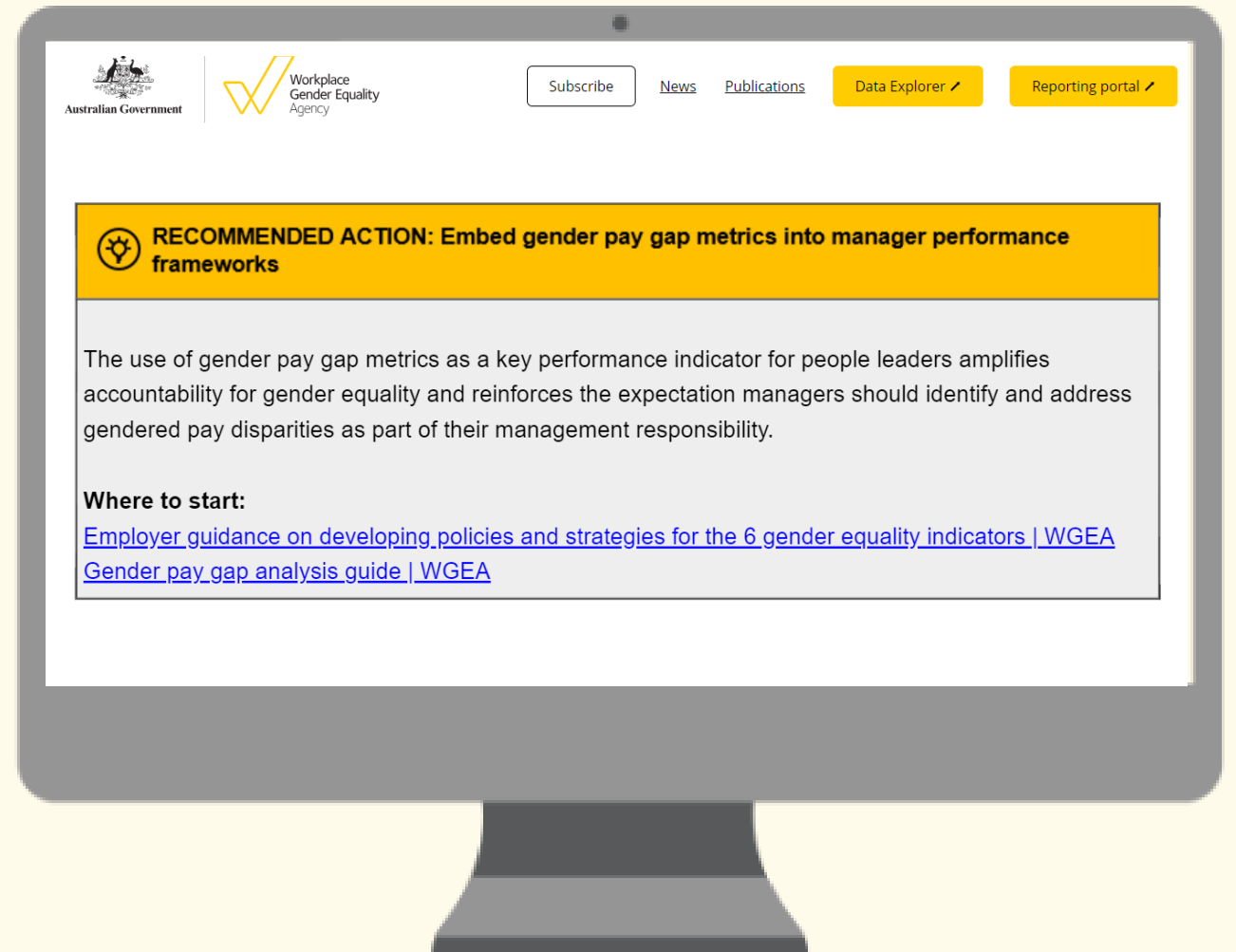
4 Unequal participation in part-time work

5 Inequality in employee movements

Plan targeted action

Plan targeted action to address the factors driving your gender pay gap

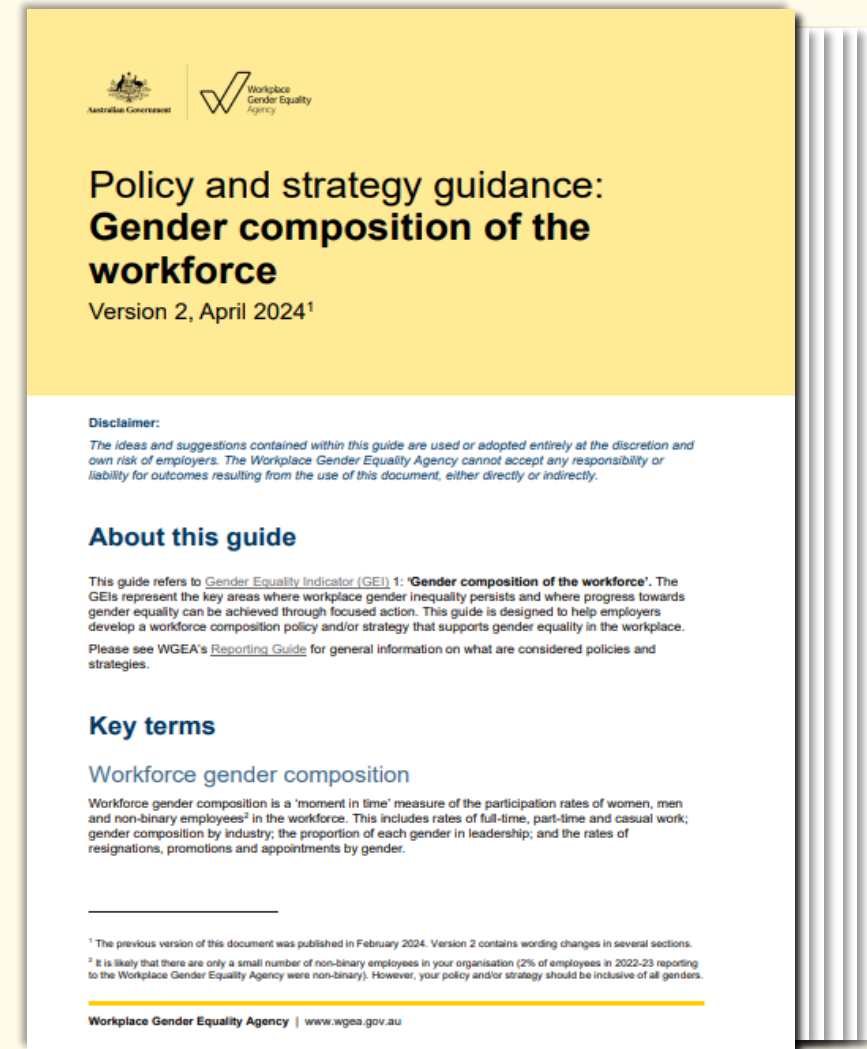
- You could use our Action Planning Tool
- Following a short questionnaire, the Action Planning Tool will deliver a list of evidence-informed actions relevant to each employer's workplace



Strengthen your policies and strategies

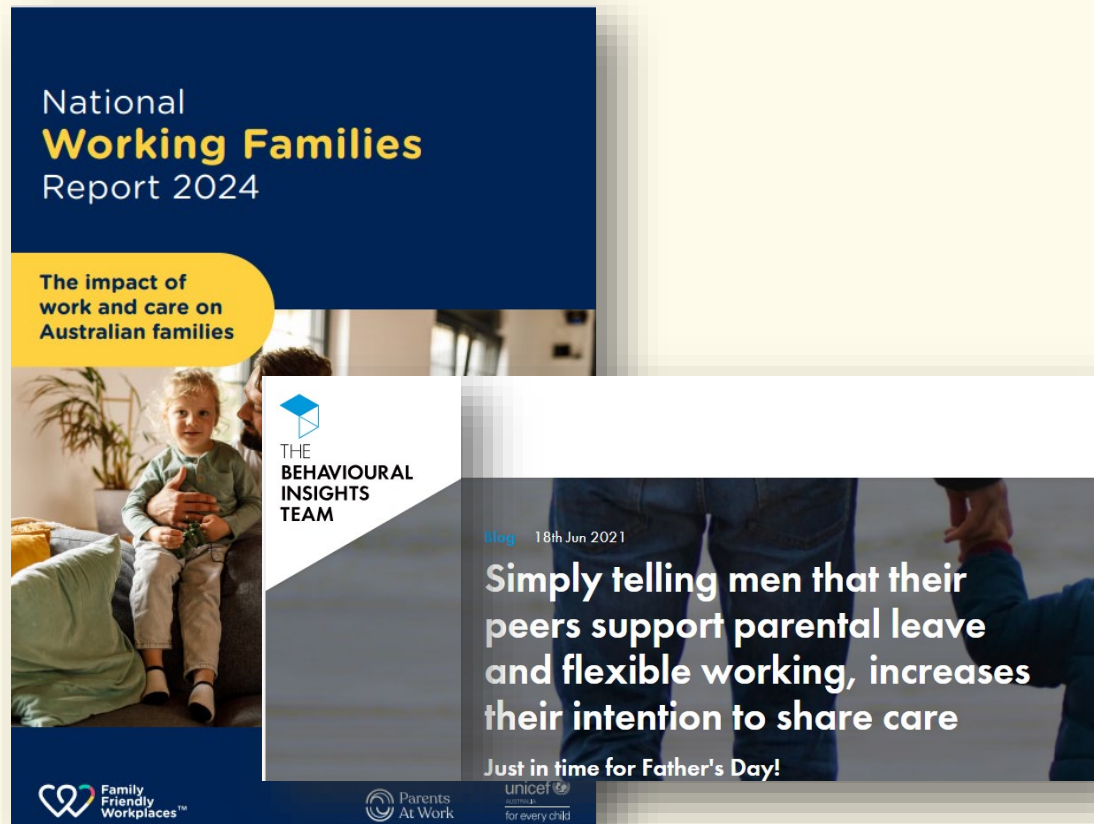
Ensure you have a policy or strategy

- **Use WGEA's 6 guides** to help you strengthen your policies and/or strategies.
- Employers with 500 or more employees must have policies and/or strategies that address each of the 6 Gender Equality Indicators (GEIs).
- Note that the existence of a public sector-wide policy/strategy does not equal an organisational policy or strategy.



Responding to key areas for action

Encouraging men to take up primary carer's leave



Attracting women to more highly-paid, professional and technical roles

- Moving laterally between roles
- Addressing the pipeline issue through industry partnerships

Reporting for the 2023 year

- Reporting for the 2023 year will occur in **September and October 2024**.
- Data will be transferred from the APSC or reported directly to WGEA, again.
- Employer gender pay gaps calculated from this data will be published in early 2025.
- We will host another webinar, ahead of the reporting period, to take you through changes to reporting since the last round.





Q&A



Thank you

✉ support@wgea.gov.au

in Workplace Gender Equality Agency

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