

# Five years of Workplace Gender Equality Agency data

## The key trends

After five years of data collection by the Workplace Gender Equality Agency, we have developed a detailed picture of the state of gender equality in Australia's workplaces –and the results are positive.

There has been a strong increase in employer action on gender equality. As employers have taken action, gender equality outcomes have improved and the gender pay gap has declined. There has been solid growth in the number of women moving into management roles and increased employer commitment to promoting flexible work.

The data also shows us that we must not become complacent. No metric frustrates me more than the enduring lack of gender balance on boards and at the CEO level. Gender segregation remains deeply entrenched across Australian industries, occupations and workplaces and access to parental leave is not improving. All of this can and must change.

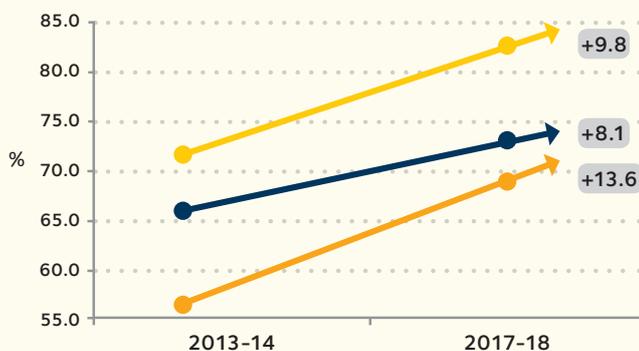
After five years, the data has now provided us with a detailed understanding about what policies and practices are making a difference. What we now need to see over the next five years and beyond is more action to keep delivering improvements in gender equality outcomes in Australian workplaces for women and men.



Libby Lyons  
**Director**

### Increases in employer action on gender equality

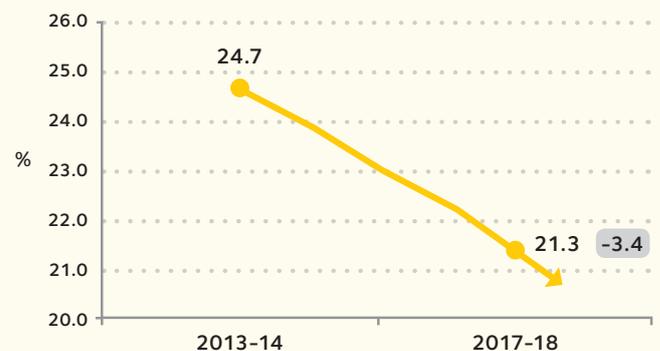
Percentage of organisations with targeted policies and/or strategies to support gender equality



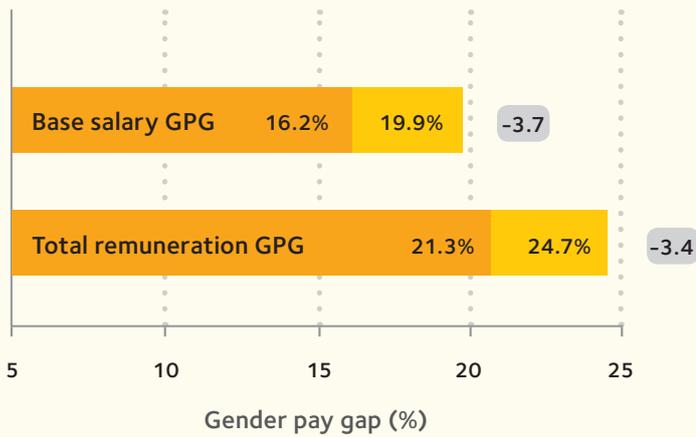
- Recruitment
- Promotions
- Gender equality overall
- 5-year difference (percentage points)

### The downward trend of the gender pay gap

Change in full-time total remuneration gender pay gap



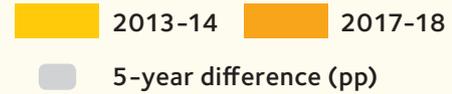
- Full-time
- 5-year difference (pp)



## Gender pay gap declines

**The gender pay gap has declined every year but progress remains slow.**

Women working full-time still earn on average over \$25,500 a year less than men in total remuneration. Pay gaps persist across every industry, manager category and non-manager occupation. More employer action is required if the gap is to close at a faster rate.



	2013 -14 %	2017-18 %	5-year difference (pp)
Talent identification	47.2	65.6	18.4
Succession planning	44.4	62.7	18.3
Performance management processes	60.9	75.5	14.6
Retention	48.2	62.7	14.5
Promotions	55.7	69.3	13.6
Key performance indicators for managers relating to gender equality	18.1	31.4	13.3
Training and development	63.8	76.9	13.1
Recruitment	72.9	82.7	9.8
Gender equality overall	66.2	74.3	8.1

## Growth in gender equality policies and strategies

**There has been strong growth in the number of employers implementing gender equality policies and/or strategies.**

Almost three-quarters of employers (74.3%) now have an overall gender equality strategy and/or policy (up from 66.2% in 2013-14).

There were strong increases of over 13pp in all but two of the categories. Although the number of employers with KPIs for managers relating to gender equality rose by 13.3pp to 31.4%, it still lags behind the other indicators.

Percentage of organisations that have conducted a gender pay gap analysis

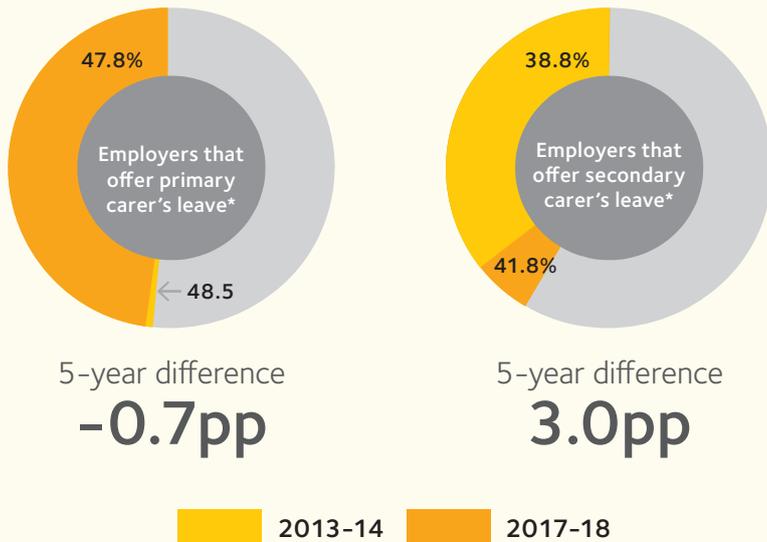


## Increased action on pay equity

**This area shows the most positive results over the last five years.**

The proportion of organisations that conducted a gender pay gap analysis rose by 17.6pp to 41.6%. Of those, there was an increase of 12.5pp (up to 58.5%) in the number of employers that took action as a result of their analysis.

There was a 22.0pp jump in the number of organisations with pay equity objectives in their remuneration policy and/or strategy.



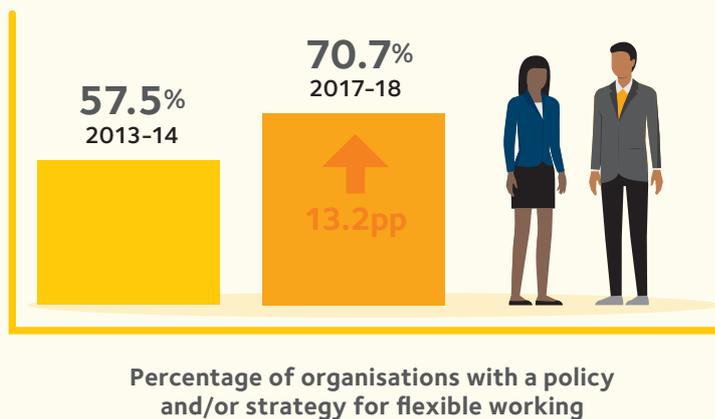
## Access to parental leave is not improving

### Access to employer-funded paid parental leave for primary carers has remained static.

The number of employers offering primary carer's leave dropped from 48.5% in 2013-14 to 47.8% in 2017-18 (down 0.7pp).

The situation is slightly better with secondary carer's leave which saw a 3.0pp increase from 38.8% of employers in 2013-14 to 41.8% of employers in 2017-18.

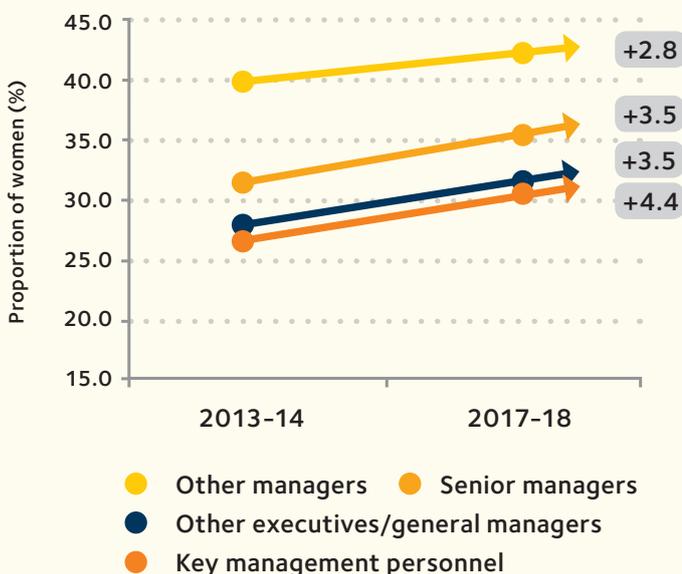
*\* (definition changed in 2017)*



## Increased employer commitment to flexible work

### The Agency's data shows a strong improvement in the promotion of flexible working.

70.7% of employers now have a policy and/or strategy for flexible working – an increase of 13.2pp from 57.5% in 2013-14.



## Greater representation of women in leadership

### There has been a steady increase in the number of women in leadership roles.

Key management personnel (KMP) has seen the biggest growth of any manager category (up 4.4pp from 26.1% in 2013-14 to 30.5% in 2017-18).

Legend: 5-year difference (pp)



## Industry segregation – the glass walls persist

**There has been very little movement in gender segregation across Australian industries over the past five years.**

Only two industries changed status: the Professional, Scientific and Technical Services sector moved from male-dominated to mixed and the Information Media and Telecommunications sector changed from mixed to male-dominated.

Education and Training became even more female-dominated, with a 1.1pp increase in the proportion of female employees.



## Small improvements in occupational segregation

**There has been some movement of men into female-dominated roles and women into male-dominated roles. The strongest trend was a 4.5pp increase in female labourers (up from 28.0% in 2013-14 to 32.5% in 2017-18).**

However, occupations remain segregated by gender. Men and women are still doing different jobs.

	2013-14 %	2017-18 %	5-year difference (pp)
% female board members	25.4	28.1	2.7
% female chairs	12.0	13.7	1.7
% female CEOs	15.7	17.1	1.4

## Women still hitting the glass ceiling at CEO and board level

**The glass ceiling remains a barrier for women at the highest leadership levels.**

There was only a 1.4pp increase in the number of female CEOs (up to 17.1% in 2017-18).

Women's representation on boards only made marginal gains. There was a 2.7pp increase in female board members (up to 28.1%) and number of female chairs barely shifted (up 1.7pp to 13.7% in 2017-18).