



Australian Government



Workplace
Gender Equality
Agency

Australia's gender equality scorecard

Key findings from the Workplace Gender Equality Agency's 2018-19 reporting data

November 2019

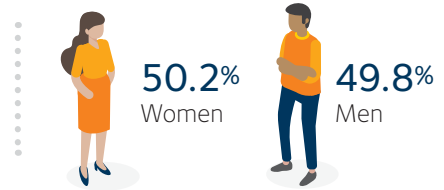


The Workplace Gender Equality Agency's dataset

The Agency's dataset is based on 4,841 reports submitted in accordance with the *Workplace Gender Equality Act 2012* for the reporting period 1 April 2018 to 31 March 2019. 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 19 November 2019.

4.3 million
employees (4,341,295)

Since 2013-14, there has been an increase of 449,395 employees covered in our dataset.



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

- Women (50.2%), Men (49.8%)
- Full-time employees (53.5%)
- Part-time permanent employees (21.5%)
- Casual employees (25.0%)

Australian workforce by employment status

Women and men work differently

The 2018-19 dataset saw little change in the types of employment undertaken by women and men. There was a minor increase in casual jobs for both women and men and full-time female jobs, a small decline in full-time male and part-time female jobs and no change in part-time male jobs.

Chart 1

Female employees by employment status

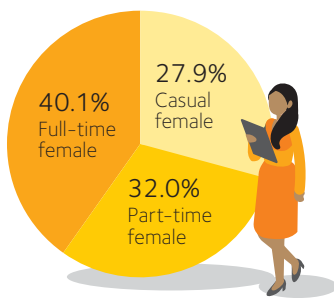


Chart 2

Male employees by employment status

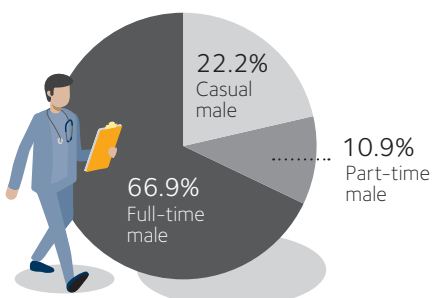
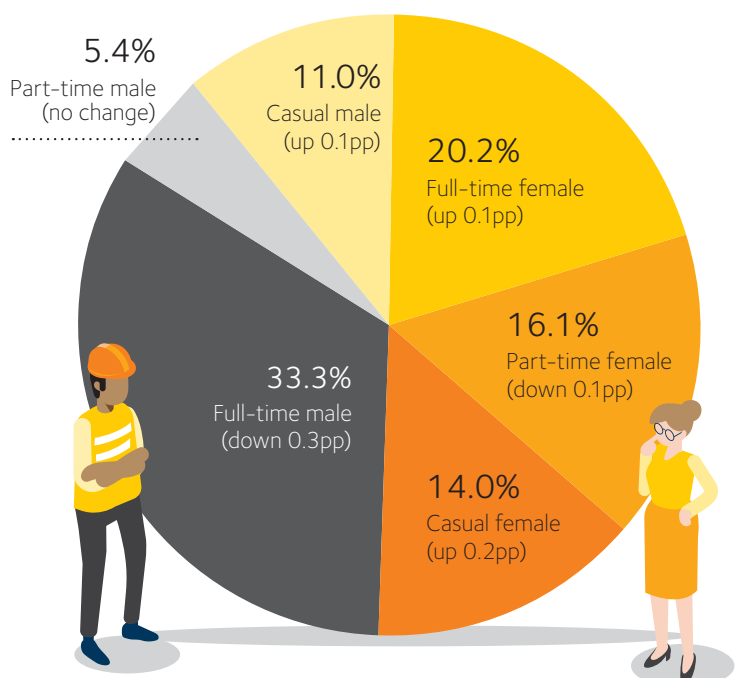


Chart 3

Workforce composition by gender and employment status



Progress update

This year marks 50 years since the landmark 1969 equal pay decision that first saw Australian women win the right to be paid the same as men for doing the same work, or work of equal or comparable value.

In the five decades since this momentous decision, Australia's female workforce participation rate has reached record levels. Yet the gender pay gap remains a stubborn feature of our economy.



This year, our data shows the gender pay gap continued to decline, which is good news. But men still out-earn women, on average, by 20.8%. Pay gaps persist across every industry, occupation and manager category. A drop of only 0.5 percentage points is slow progress by anyone's measure.

In our sixth year of reporting on data collected from Australian employers, our latest dataset demonstrates the importance of continuing to measure gender equality in Australian workplaces. Although change is happening in some key areas, more effort needs to be made in others.

Our data shows that when employers take action, it makes a difference. More women are getting promoted to managerial roles. More employers are offering paid parental leave to their staff. More organisations are implementing policies or strategies to support gender equality or promote flexible working, as well as measuring their pay gaps and taking action to close them.

Most encouragingly, our data shows a remarkable 13.3 percentage point rise in the number of employers with a policy or strategy on family and domestic violence. At a time when our nation is confronting the scourge of domestic violence, employer action on this issue can make an important contribution.

Unfortunately, our data also highlights some key areas which need urgent attention.

The gender pay gap in the heavily female-dominated Health Care and Social Assistance industry has barely shifted, reflecting the historic and ongoing undervaluation of care work. Gender balance at CEO level has plateaued, with the share of female CEOs remaining unchanged from last year's 17.1%. Our boardroom tables still remain dominated by men.

As frustrating as these problem areas are, when I look at this year's data, and reflect on 50 years of the equal pay principle, I feel hopeful about the future of workplace gender equality. We stand on the shoulders of women and men who over five decades have battled tirelessly to advocate for action and progress has been made. Much still needs to be done but the momentum for change is well and truly with us. Our invaluable dataset comprehensively measures the action and change in our workplaces year-on-year.

This 2019 gender equality scorecard offers a snapshot of our 2018-19 data. I encourage you to explore this world-leading dataset and valuable national resource further by visiting data.wgea.gov.au.



Libby Lyons
Director

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Advice and assistance

For further advice and assistance, please contact:

Workplace Gender Equality Agency
Level 7, 309 Kent Street
Sydney NSW 2000


T: 02 9432 7000 or 1800 730 233

E: wgea@wgea.gov.au


www.wgea.gov.au

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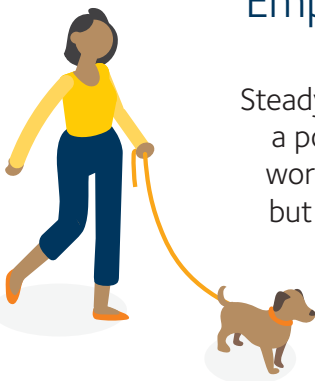
 @wgeagency

2018-19

Data Snapshot

Employers supporting flexible work

Steady growth in employers with a policy or strategy for flexible working (**up 2.0pp to 72.7%**), but only 2.3% have set targets for men's engagement.



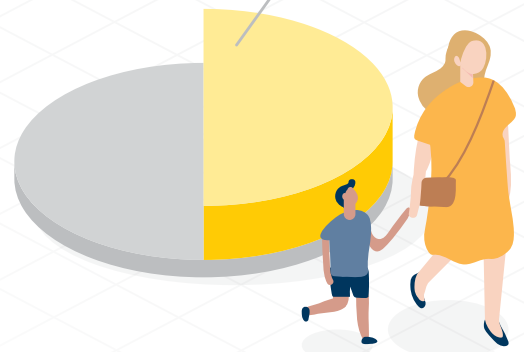
25.7k gender pay gap

Small drop in the gender pay gap (**down 0.5pp to 20.8%**). Men still take home **\$25,679** a year more than women on average.

down 0.5pp



49.4%



Health pay gap barely shifts

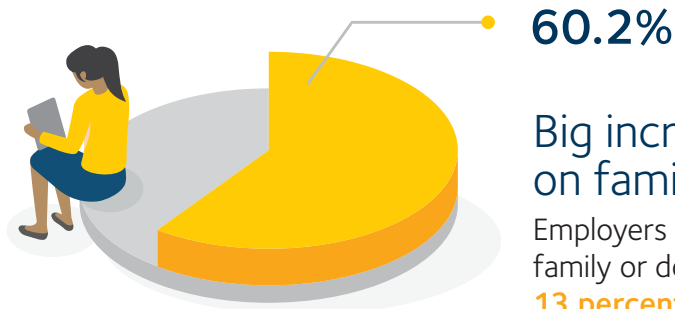
Gender pay gap in Australia's most heavily female dominated industry declines 0.2pp but remains solidly in favour of men (**up 1.2pp from 14.7% in 2015-16 to 15.9% in 2018-19**).



Access to parental leave improves

Almost 50% of employers now offer paid primary carer's leave (**up 1.6 pp to 49.4%**) – the best result in the six-year dataset. There was also an increase in paid secondary carer's leave (**up 2.0pp to 43.8%**).





Big increase in employer action on family and domestic violence

Employers with a policy or strategy on family or domestic violence has **jumped over 13 percentage points** in a year to 60.2%.

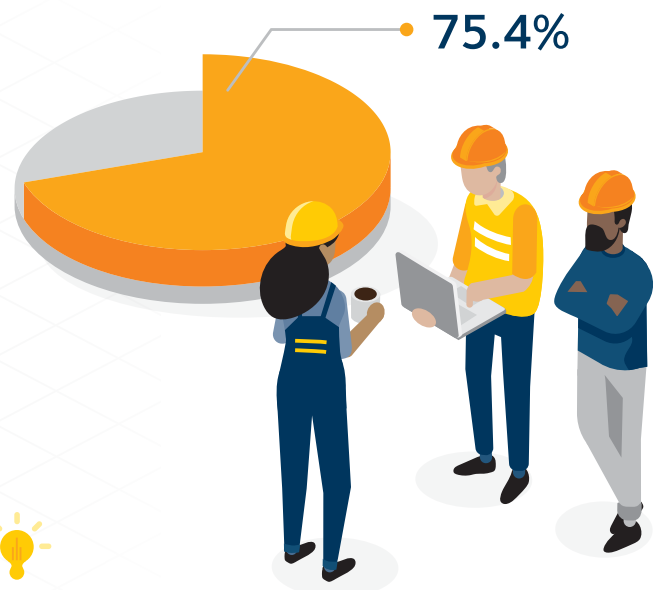
Gender balance stalls at top levels

Female CEOs **remained static at 17.1%** and female representation on boards inched up by only **1.0pp to 26.8**



Employer focus on gender equality increases

Over **75%** of employers now have a gender equality strategy or policy (up 1.1pp). However, **only 32.2% have implemented KPIs** for managers relating to gender equality outcomes.



Women's promotions keep rising

Women now comprise **39.4 % of all managers**, with 43.8% of manager appointments in 2018-19 going to women.



Increased employer action on pay equity

There was a 3.1 percentage point increase in organisations analysing pay data (**up to 44.7%**). However, almost 40% of those employers took no action to close the gap.

Gender pay gap

A gender pay gap measures the difference between the average earnings of women and men, expressed as a percentage of men's earnings. It is the difference between what men and women get paid, on average, across organisations, industries, and the workforce as a whole.

The gender pay gap is different to equal pay which is where women and men are paid equally for performing the same role, or different work of equal or comparable value.

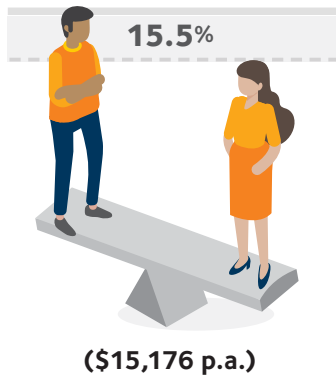
The WGEA dataset includes gender pay gaps by industry and by manager category and non-manager occupation. It includes superannuation, bonuses and other additional payments. Gender pay gaps across the WGEA dataset are an indicator of women's overall position in the workforce and **do not compare like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

All gender pay gaps are based on full-time employees only, excluding CEOs.

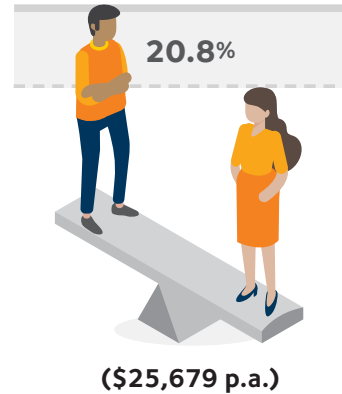
Base salary gender pay gap

Women's average full-time base salary across all industries and occupations is 15.5% less than men's (\$15,176 p.a.).



Total remuneration gender pay gap

Women's average full-time total remuneration across all industries and occupations is 20.8% less than men's (\$25,679 p.a.).



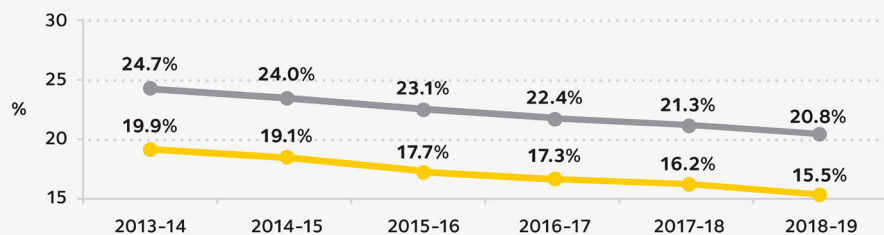
Gender pay gaps continue downward trend

Base salary and total remuneration gender pay gaps have declined year-on-year since 2013-14.

Chart 4

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

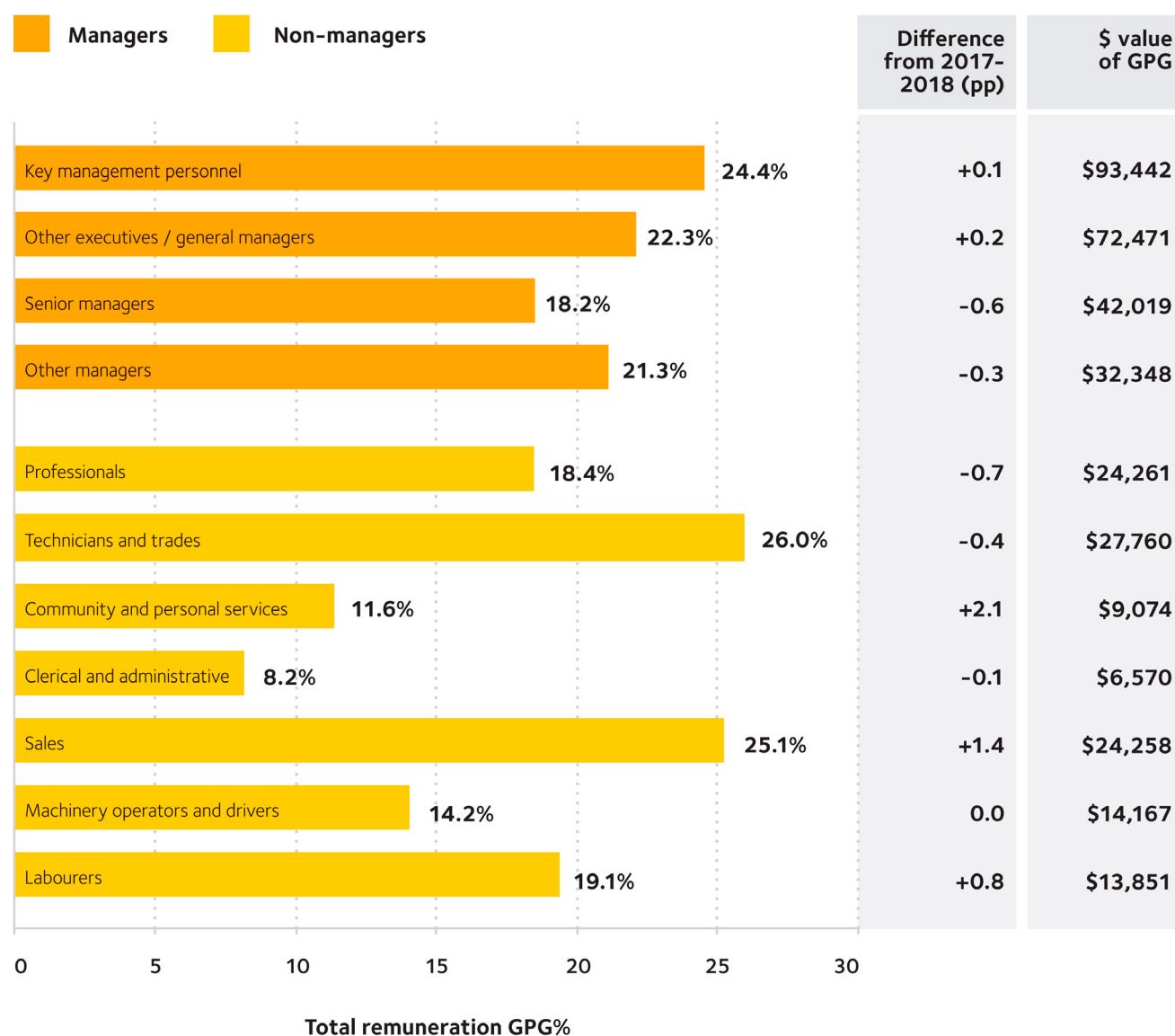
Every manager category and non-manager occupation also shows a gender pay gap favouring men for full-time employees.

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 the concentration of women and men in different industries.

The gender pay gap has increased in two of the four manager categories over the past 12 months with the largest increase occurring in the Other executives / general managers category. There has also been an increase in three of the seven occupational categories. The occupation with largest increase in its gender pay gap this year was Community and personal services with a 2.1pp increase.

Chart 5

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 29.3%. However, it has decreased year-on-year since 2013-14.

Rental, Hiring and Real Estate Services has replaced Construction as the industry with the second-worst gender pay gap at 26.9%. The gender pay gap in the female-dominated industry of Health Care and Social Assistance barely shifted, declining by just 0.2pp (up 1.2pp from 14.7% in 2015-16 to 15.9% in 2018-19).

Table 1

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

Industry	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	*
Financial and Insurance Services	36.1	35.0	33.5	31.9	30.3	29.3	▼
Rental, Hiring and Real Estate Services	25.6	28.4	29.3	31.4	26.3	26.9	▲
Construction	25.4	26.3	28.0	27.4	29.4	26.0	▼
Professional, Scientific and Technical Services	27.9	27.3	27.5	25.4	23.7	22.8	▼
Agriculture, Forestry and Fishing	21.6	20.9	21.8	25.7	23.7	21.3	▼
Information Media and Telecommunications	25.4	23.3	23.5	22.7	21.8	20.6	▼
Arts and Recreation Services	22.8	21.0	21.1	20.5	19.0	20.1	▲
Transport, Postal and Warehousing	22.6	21.4	21.9	21.8	19.5	18.9	▼
Other Services	17.3	18.3	14.8	15.7	19.9	17.3	▼
Electricity, Gas, Water and Waste Services	19.3	21.5	20.0	18.7	16.1	16.6	▲
Health Care and Social Assistance	16.4	18.1	14.7	15.7	16.1	15.9	▼
Retail Trade	17.6	15.5	16.2	16.3	15.5	15.9	▲
Administrative and Support Services	23.0	20.7	14.8	15.9	13.7	15.8	▲
Mining	17.2	17.6	15.8	14.7	14.0	13.8	▼
Manufacturing	14.9	14.1	14.2	13.9	13.8	13.1	▼
Accommodation and Food Services	11.7	10.9	11.4	11.9	12.4	11.8	▼
Education and Training	9.6	9.3	9.4	10.6	9.7	8.8	▼
Wholesale Trade	11.6	10.5	10.0	9.8	8.5	8.5	=
Public Administration and Safety	9.1	8.7	10.5	9.2	4.9	6.0	▲
ANZSIC (All)	24.7	24.0	23.1	22.4	21.3	20.8	▼

*Movement since 2017-18

Gender pay gaps by industry – average \$ amounts

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	22.2	\$27,111	29.3	\$48,318
Rental, Hiring and Real Estate Services	16.2	\$16,568	26.9	\$38,026
Construction	22.0	\$24,379	26.0	\$35,133
Professional, Scientific and Technical Services	19.8	\$22,845	22.8	\$31,344
Information Media and Telecommunications	17.5	\$19,478	20.6	\$29,060
Electricity, Gas, Water and Waste Services	9.6	\$10,446	16.6	\$23,664
Mining	10.7	\$13,203	13.8	\$23,567
Arts and Recreation Services	19.1	\$18,549	20.1	\$22,233
Transport, Postal and Warehousing	16.3	\$14,469	18.9	\$21,819
Agriculture, Forestry and Fishing	18.3	\$15,213	21.3	\$21,591
Other Services	12.8	\$10,704	17.3	\$17,639
Health Care and Social Assistance	14.1	\$12,530	15.9	\$16,551
Manufacturing	9.0	\$7,707	13.1	\$14,068
Administrative and Support Services	12.5	\$9,210	15.8	\$13,885
Retail Trade	10.4	\$7,265	15.9	\$13,757
Education and Training	7.1	\$7,413	8.8	\$10,902
Accommodation and Food Services	11.1	\$7,776	11.8	\$9,562
Wholesale Trade	5.4	\$4,302	8.5	\$8,694
Public Administration and Safety	3.4	\$2,569	6.0	\$5,495
ANZSIC (All)	15.5	\$15,176	20.8	\$25,679

Employer action on gender equality

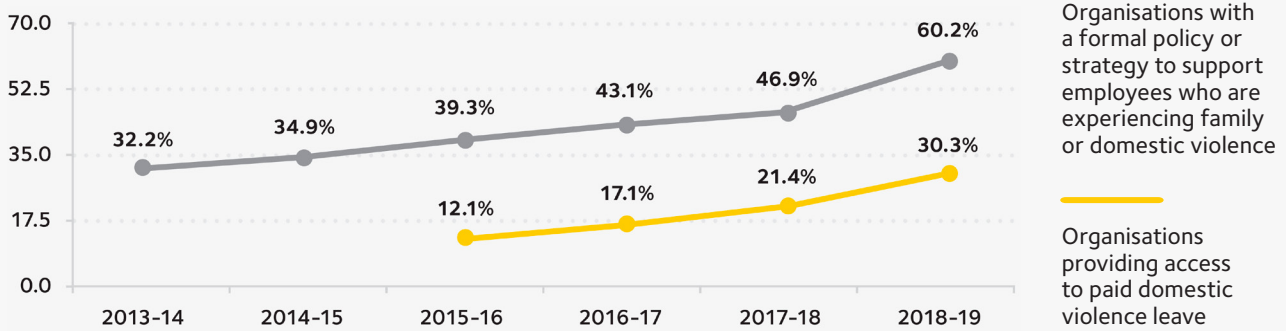
Family and domestic violence

More organisations support employees experiencing family or domestic violence

There was a substantial increase in the number of employers who have a formal policy or strategy to support employees who are experiencing family or domestic violence, up 13.3pp to 60.2%. The industries with the strongest increase were Arts and Recreation Services (up 21.2pp to 67.3%), Rental, Hiring and Real Estate Services (up 21.1pp to 66.3%) and Professional, Scientific and Technical Services (up 20.9pp to 68.5%).

There was also a strong increase in the number of employers offering paid domestic violence leave (up 8.9pp to 30.3%).

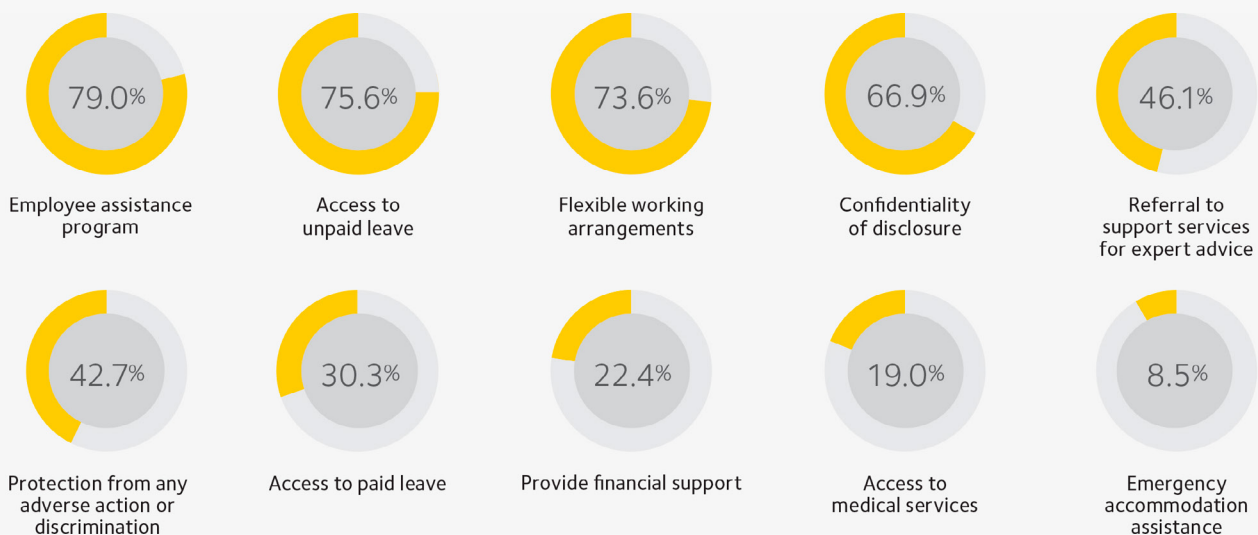
Chart 6 Percentage of organisations with a formal policy or strategy on domestic violence



More organisations offer domestic violence support mechanisms

The number of employers offering some form of support for employees experiencing family or domestic violence increased by 2.9pp to 88.3%.

Chart 7 Percentage of organisations with the following domestic violence support mechanisms



Action on pay equity

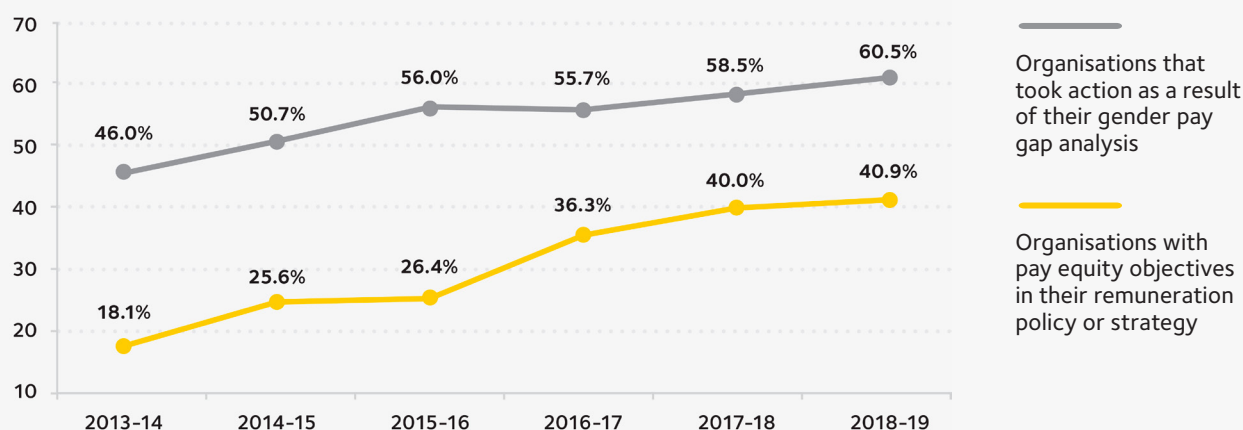
More organisations analyse gender pay gaps

There was solid growth in the number of employers analysing their payroll data for gender pay gaps (up 3.1pp to 44.7%). Of these, over six in ten reported taking action as a result of their pay gap analysis (up 1.8pp to 60.5%). However, an action gap remains: 39.5% of employers who undertook a pay gap analysis then took no action to address it.

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. 62.7% of organisations report having a formal policy and/or strategy on remuneration (up 1.1pp). Of these organisations, 40.9% now have pay equity objectives in their remuneration policy or strategy.

Chart 8 Percentage of organisations taking action on pay equity



Gender equality strategies

Employers continue their focus on gender equality

Over 75% of the organisations reporting to the Agency now have an overall gender equality strategy or policy (up 1.1pp to 75.4%).

Table 3 Percentage of organisations with policies and/or strategies to support gender equality in specific human resource functions

	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	6 -year difference
Recruitment	72.9	75.9	78.6	80.3	82.7	83.9	11.0
Training and development	63.8	68.1	70.8	74.1	76.9	78.8	15.0
Performance management processes	60.9	65.3	68.4	71.6	75.5	78.2	17.3
Gender equality overall	66.2	68.4	70.7	71.5	74.3	75.4	9.2
Promotions	55.7	60.2	62.3	66.5	69.3	70.6	15.0
Talent identification	47.2	51.6	55.3	61.2	65.6	67.5	20.4
Succession planning	44.4	48.4	52.1	58.4	62.7	65.1	20.7
Retention	48.2	52.5	54.6	59.6	62.7	64.6	16.4
Key performance indicators for managers relating to gender equality	18.1	22.2	23.4	28.4	31.4	32.2	14.0

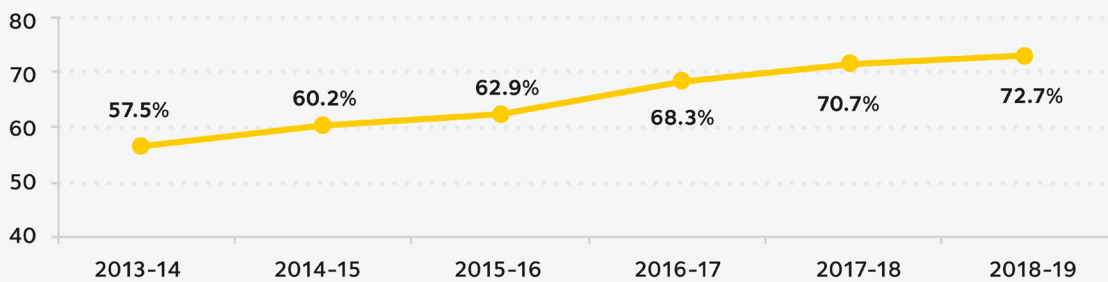
Flexible working

More organisations promote flexible working

The 2018-19 data shows a 2.0pp increase in the number of organisations reporting they have a formal flexibility policy and/or strategy in place.

Chart 9

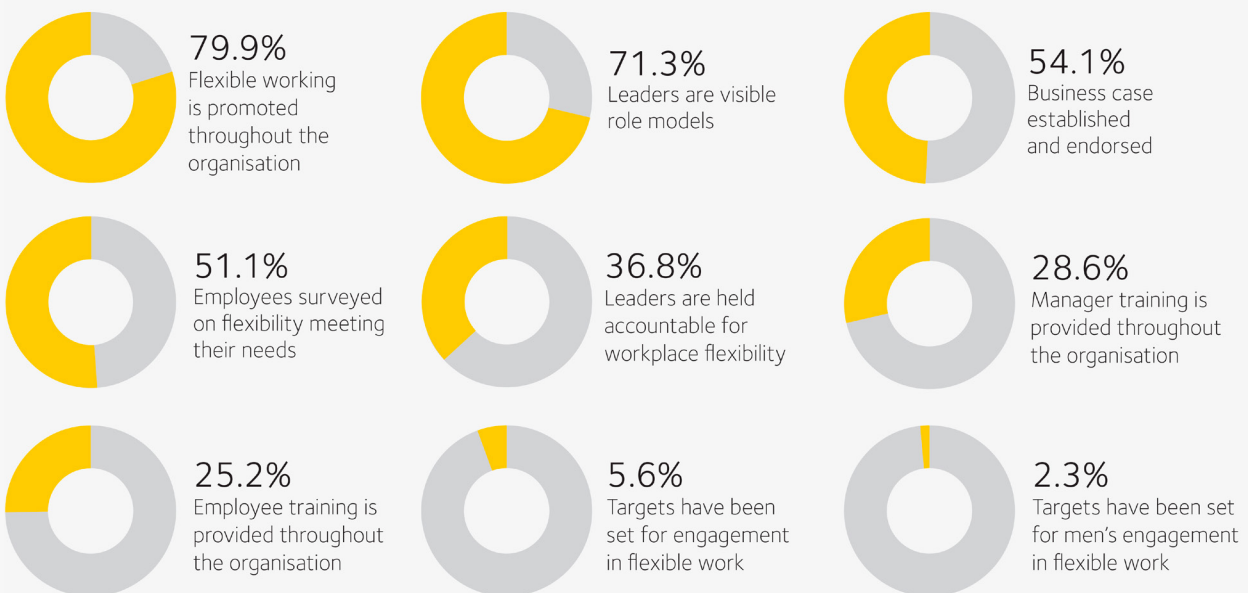
Percentage of organisations with a policy and/or strategy for flexible working



- Financial and Insurance Services has the highest proportion of organisations with a formal policy and/or strategy on flexible working arrangements (up 4.7 pp to 90.6%).
- Construction has the lowest proportion (down 0.4pp to 55.5%).
- The strongest improvements were in Wholesale Trade (up 6.4pp to 74.8%), Rental, Hiring and Real Estate Services (up 5.1pp to 77.1%) and Mining (up 5.1pp to 68.0%).
- Just over one in four organisations with a flexible working strategy provide manager training on flexible work and only one in 20 set targets for employee engagement in flexible work.

Chart 10

Percentage of organisations with flexibility strategies that include the following elements



Parental leave and support for caring

Improved access to paid parental leave*

Although the provision of employer-funded paid parental leave reached a six-year high, over 50% of employers still provide NO access to employer-funded paid parental leave. Access to paid parental leave is highly dependent on the size and industry of the employer.

- In 2018-19, the number of employers offering paid parental leave for primary carers increased by 1.6pp to 49.4%.
- 43.8% of employers offered paid parental leave for secondary carers – an increase of 2.0pp.
- Women account for 93.5% (down 1.4pp from 2017-18) of all primary carer's leave utilised with men accounting for only 6.5% (up 1.4pp).
- Overall, women account for 71.5% (down 0.7pp) of all parental leave while men comprise the remaining 28.5% (up 0.7pp).

Primary carer's leave is most commonly available in large organisations: 74.5% of organisations with 5000+ employees offer it, compared with 43.8% of organisations with fewer than 250 employees.

Table 4 Percentage of organisations offering paid parental leave for primary carers (by organisation size)

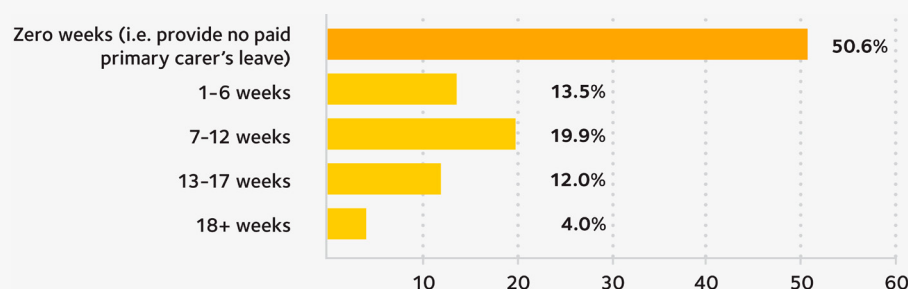
	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	PP change since 2016-2017*
5000+	76.3	74.0	76.0	67.2	74.0	74.5	7.3
1000-4999	65.3	64.7	64.2	59.8	61.3	61.0	1.2
500-999	47.2	48.8	47.8	48.5	48.1	51.5	3.0
250-499	47.1	46.7	48.9	45.6	46.3	48.4	2.8
0-249	42.8	42.6	41.1	39.7	42.2	43.8	4.1

* Public report questionnaire definition changed in 2016-17 from "Do you offer primary carer's leave?" to "Do you offer primary carer's leave to men and women?"

Length of paid primary carer's leave

Of those employers offering paid primary carer's leave, 7-12 weeks is the most common length of leave period (19.9%). Only 4.0% of employers offer 18 or more weeks of paid primary carer's leave.

Chart 11 Typical number of weeks of paid primary carer's leave offered by employers



Improved results on support for caring

There is solid growth in organisations reporting they have a formal policy or strategy to support employees with family and caring responsibilities (up 2.2pp to 66.5%). The proportion of employers offering non-leave based measures to support employees with caring responsibilities also increased (up 1.5pp to 55.2%).

- Of those employers that provide support, the most common non-leave based measures are breastfeeding facilities (69.4%) and referral services to support employees with family and/or caring responsibilities (52.4%).
- Just 10.8% of these employers offer on-site childcare, 7.5% offer employer-subsidised childcare and 7.3% offer return to work bonuses on return from parental leave.

Parental leave by industry

Increased access to paid parental leave in most industries

- Paid primary carer's leave is most commonly offered in Education and Training (79.2%) and Financial and Insurance Services (76.4%).
- Electricity, Gas, Water and Waste Services remains in the top three (75.5%) despite a 3.2pp drop since 2016-17.
- Paid primary carer's leave is least frequent in Retail Trade (21.3%) and Accommodation and Food Services (20.6%).

Table 5

Percentage of organisations offering paid parental leave for primary carers (by organisation size)

Industry	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	PP change since 2016- 2017*
Education and Training	86.4	86.7	84.2	78.5	79.0	79.2	+0.7
Financial and Insurance Services	75.1	72.3	73.3	70.2	73.2	76.4	+6.2
Electricity, Gas, Water and Waste Services	86.3	88.7	88.5	78.7	71.7	75.5	-3.2
Professional, Scientific and Technical Services	64.7	62.3	61.7	58.9	59.3	65.5	+6.6
Information Media and Telecommunications	56.3	58.4	61.9	59.1	60.3	62.7	+3.6
Arts and Recreation Services	49.0	52.0	51.9	53.0	59.8	62.6	+9.6
Mining	53.1	47.9	50.0	52.6	54.3	58.0	+5.4
Health Care and Social Assistance	63.3	61.3	59.0	54.9	56.8	56.7	+1.8
Other Services	51.5	50.3	52.8	45.8	50.7	49.7	+3.9
Rental, Hiring and Real Estate Services	30.2	34.7	33.8	42.1	45.1	43.4	+1.3
Wholesale Trade	33.7	32.4	34.2	33.6	37.7	38.8	+5.2
Manufacturing	34.1	33.8	34.1	32.5	33.4	34.6	+2.2
Public Administration and Safety	26.3	36.8	40.9	52.9	38.1	33.3	-19.6
Transport, Postal and Warehousing	33.7	32.7	30.5	25.3	30.5	32.8	+7.5
Construction	22.4	23.2	22.1	25.2	27.2	31.6	+6.3
Agriculture, Forestry and Fishing	19.0	28.3	25.5	25.5	28.6	28.8	+3.3
Administrative and Support Services	26.4	25.5	22.9	22.1	24.8	25.1	+3.0
Retail Trade	19.1	19.7	19.8	20.4	21.0	21.3	+0.9
Accommodation and Food Services	19.0	21.7	22.3	20.2	21.2	20.6	+0.5
ANZSIC (All)	48.5	48.2	48.0	45.9	47.8	49.4	+3.4

* Public report questionnaire definition changed in 2016-17 from "Do you offer primary carer's leave?" to "Do you offer primary carer's leave to men and women?"

Workforce composition

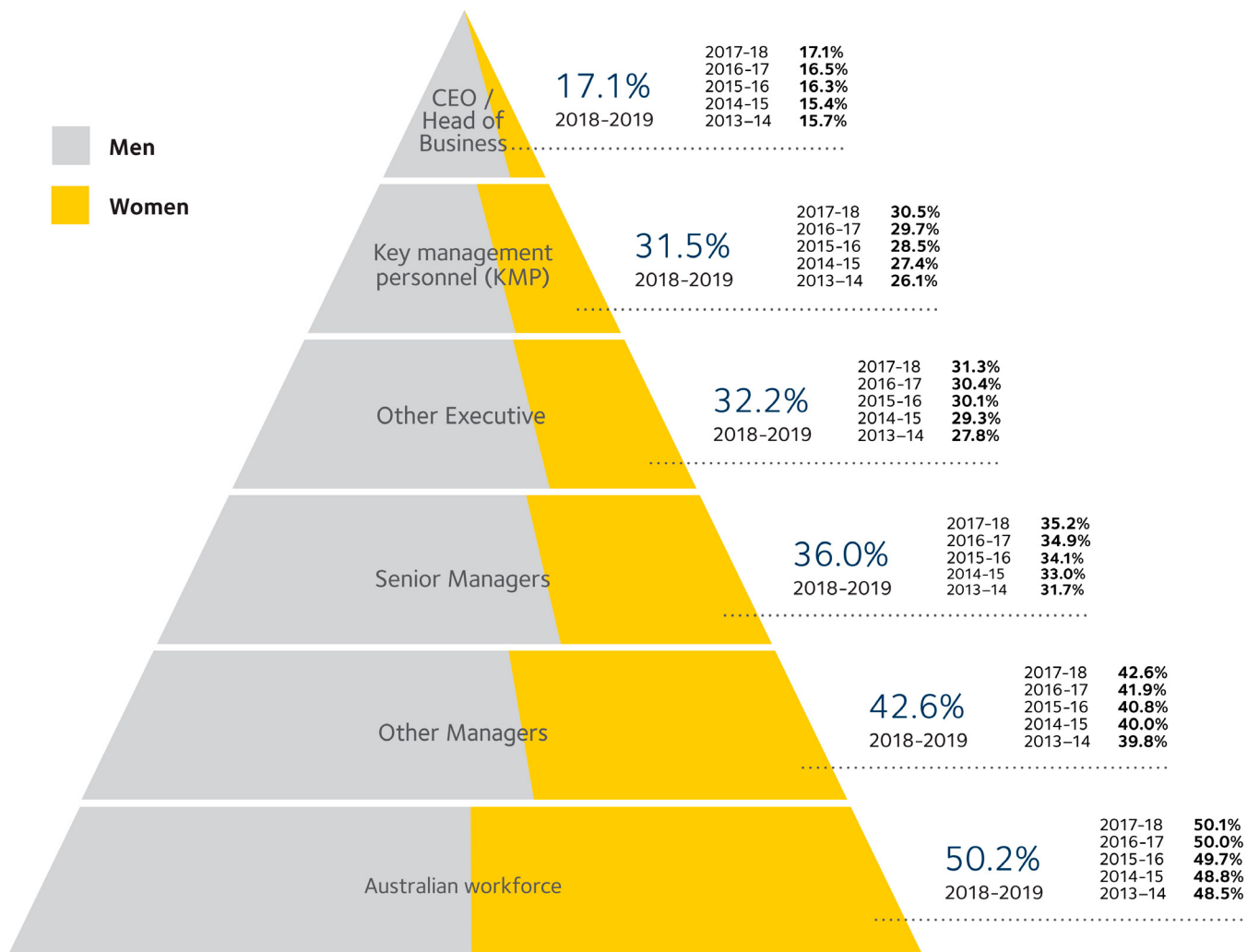
Women in leadership

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 12

Proportion of women by management category



Female managers overall **39.4%**
(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) increased by 0.5pp to **43.8%**

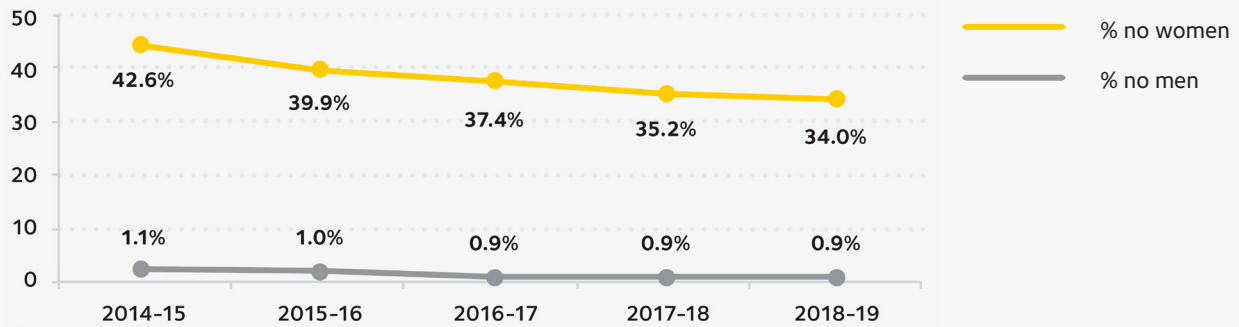
Women’s representation on governing bodies

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

- The proportion of female directors in 2018-19 was 26.8% (up 1.0pp from 2017-18).
- The proportion of female chairs in 2018-19 remained at 14.1% (up 0.4pp from 2017-18).
- 34.0% of boards and governing bodies have no female directors. By contrast, only 0.9% had no male directors.

Chart 13

Percentage of boards without either women or men



Occupational segregation

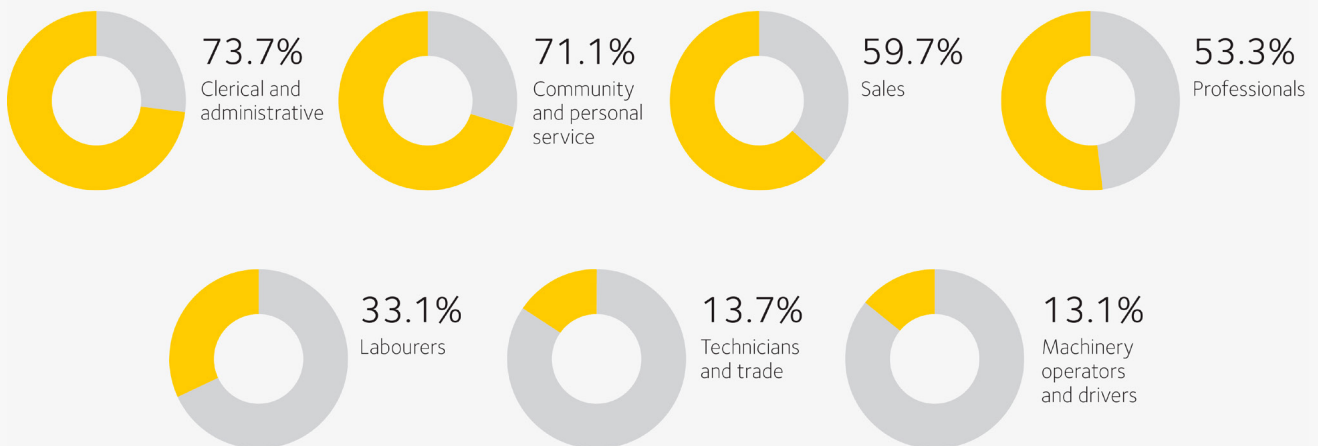
Non-manager roles segregated by occupation

Women comprise 51.5% of all non-manager roles and are concentrated in traditionally female occupations including Community and personal service and Clerical and administration.

Chart 14

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 three sectors recording lower proportions of female managers this year (Health Care and Social Assistance, Administrative and Support Services and Accommodation and Food Services).

The biggest industry increases in female representation among managers were in Transport, Postal and Warehousing (up 1.8pp to 27.7%), Professional, Scientific and Technical Services (up 1.1pp to 35.2%), Manufacturing (up 1.1pp to 24.6%), and Rental, Hiring and Real Estate Services (up 1.0pp to 34.8%).

Table 6

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

Industry	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Health Care and Social Assistance	69.8	70.3	70.2	70.3	70.2	70.1
Education and Training	48.4	49.2	49.7	51.2	52.1	52.2
Retail Trade	46.3	47.0	47.9	48.1	48.5	48.6
Administrative and Support Services	49.8	49.2	43.1	44.7	46.6	45.3
Accommodation and Food Services	47.7	44.4	44.3	45.0	44.5	44.4
Financial and Insurance Services	37.3	37.9	37.8	38.5	40.7	41.0
Other Services	39.5	38.8	38.4	38.0	39.4	39.9
Arts and Recreation Services	32.2	33.5	33.8	35.1	36.7	36.8
Professional, Scientific and Technical Services	30.9	31.6	32.5	33.3	34.1	35.2
Rental, Hiring and Real Estate Services	32.5	32.6	32.9	33.8	33.8	34.8
Information Media and Telecommunications	31.0	32.0	32.4	32.1	32.9	33.7
Transport, Postal and Warehousing	23.7	23.7	24.6	25.6	25.9	27.7
Wholesale Trade	22.3	23.8	27.0	25.8	24.3	25.0
Manufacturing	21.2	21.4	22.5	23.0	23.5	24.6
Electricity, Gas, Water and Waste Services	19.8	21.5	22.2	22.2	22.9	23.2
Public Administration and Safety	16.9	16.8	16.7	19.2	20.3	20.5
Mining	14.0	14.6	15.3	16.3	17.2	17.7
Agriculture, Forestry and Fishing	16.7	17.0	17.7	17.0	16.9	17.2
Construction	10.8	10.9	10.9	12.0	12.1	13.1

Industry segregation

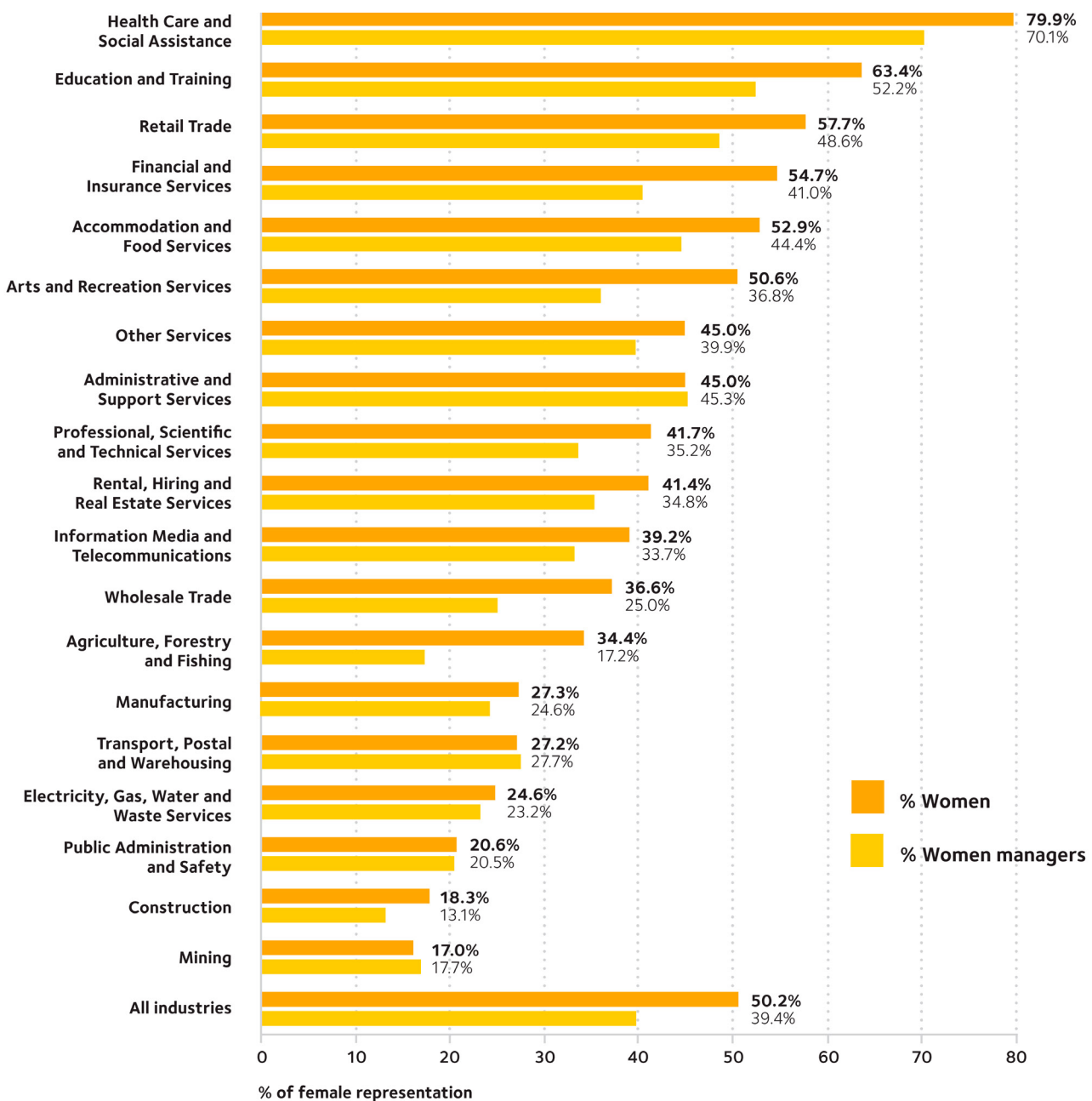
Australia's workforce remains highly gender segregated

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

Mining, Transport, Postal and Warehousing, Public Administration and Safety, and Administrative and Support Services are the only four industries where women are not under-represented in management compared to 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 (17.2pp), Financial and Insurance Services (13.7pp), Arts and Recreation Services (13.8pp) and Wholesale Trade (11.6pp) have the biggest gap between representation of women in the workforce and representation of women in management.

Table 7

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

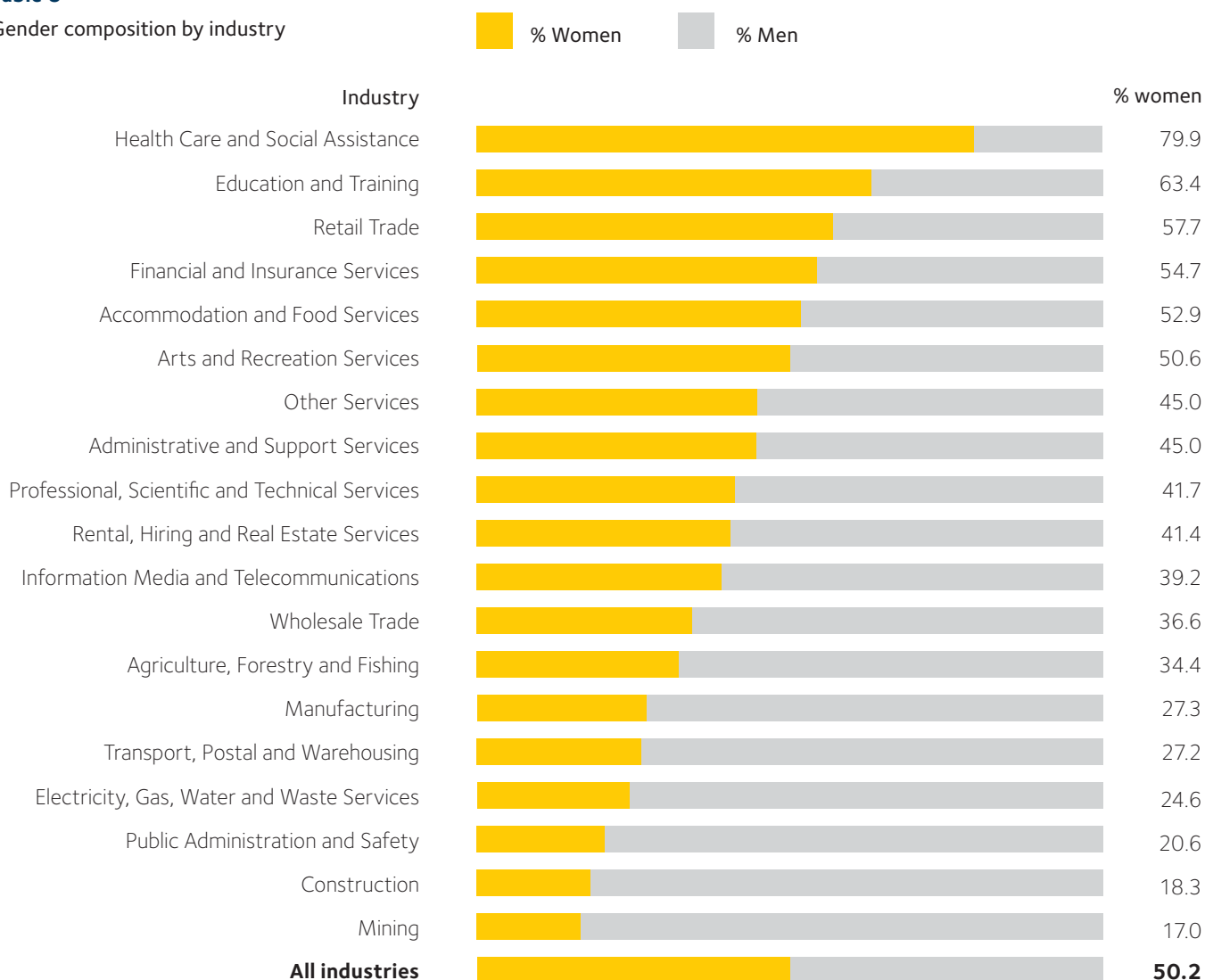


Where do women and men work?

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 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 8
Gender composition by industry



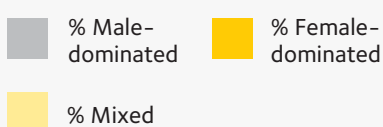
Workforce composition by gender dominance

Over half of Australian employees work in industries that are dominated by one gender.

An organisation or industry is classified as gender mixed if it has at least 40% representation of both women and men.

Chart 15

Proportion of workforce working in male, female and mixed industries



About the Workplace Gender Equality Agency and its 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 4,841 reports submitted in accordance with the Act for the reporting period 1 April 2018 to 31 March 2019. Over four million employees across Australia are covered, which accounts for more than 40% of Australia's total labour force.



WGEA Data Explorer

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

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