

# Australia's gender equality scorecard

Key results from the Workplace Gender Equality Agency's 2019–20 reporting data

November 2020

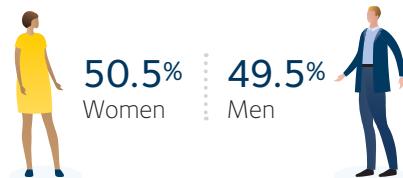


# The Workplace Gender Equality Agency's dataset

The Agency's dataset is based on 4,943 reports submitted in accordance with the *Workplace Gender Equality Act 2012* for the reporting period 1 April 2019 to 31 March 2020. Over four million employees in Australia are covered in this dataset, which accounts for more than 40% of Australia's workforce. This is our largest dataset to date. Findings from the full dataset were released on 26 November 2020.

**4.3 million**  
employees (4,393,656)

Since 2013-14, there has been  
an increase of 501,756 employees  
covered in our dataset.



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

- Women (50.5%), Men (49.5%)
- Full-time employees (53.9%)
- Part-time permanent employees (21.4%)
- Casual employees (24.7%)

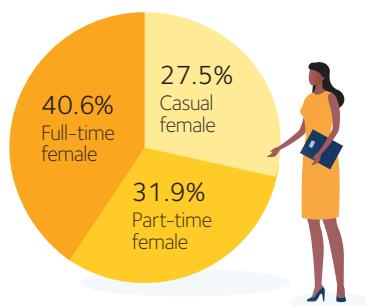
## Australian workforce by employment status

### Women and men work differently

The 2019-20 dataset saw little change in the types of employment undertaken by women and men. There was a minor increase in full-time jobs for women and men, a small decline in casual jobs for women and men and part-time male jobs and no change in part-time female jobs.

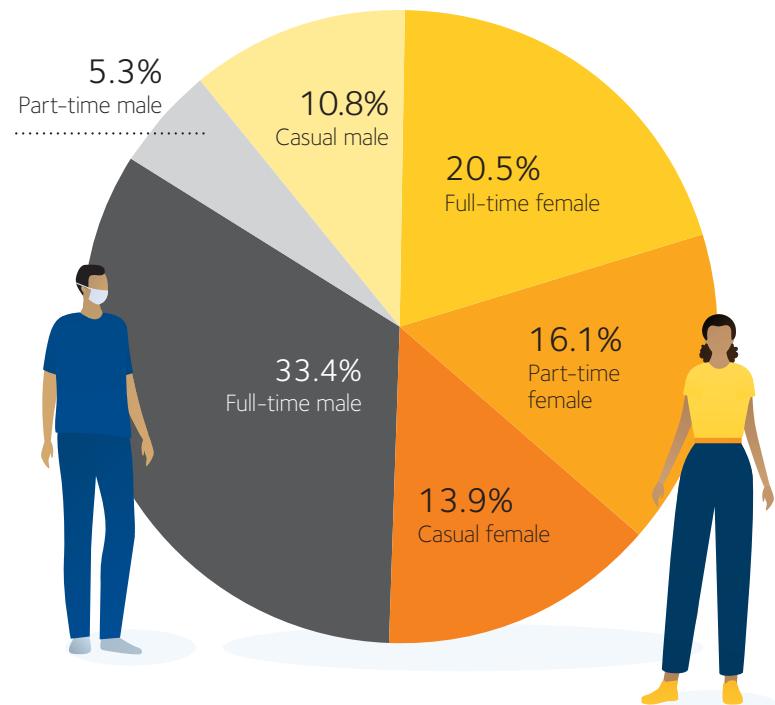
**Chart 1**

Female employees by employment status



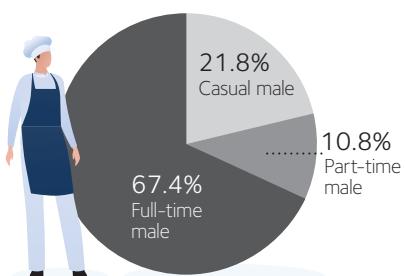
**Chart 3**

Workforce composition by gender and employment status



**Chart 2**

Male employees by employment status



# Progress update

2020 has been a year few of us will ever forget. After the devastating bushfires in January, followed quickly by the COVID-19 pandemic, Australian businesses and workers have faced change, challenge and upheaval of a kind that has not been seen for many generations.

As national and state restrictions were put in place to help contain COVID-19, the Australian business community rose to the challenges presented and quickly adapted to the limits on operating capacity. They moved swiftly to establish remote working arrangements, transformed their workplaces into COVID-safe environments and supported their employees through periods of lockdowns and home schooling.

Despite this significant disruption, employers have continued to commit to reporting their data to the Agency. This year, we have a 98% compliance rate – just a little shy of last year's 99% rate. This is tremendous and I want to sincerely thank each and every employer and their staff for maintaining their commitment to gender equality through the provision of this important data.

I cannot over-emphasise what an important contribution this is. This year's data paints a comprehensive picture of private sector employment as it was just prior to the imposition of COVID-19 restrictions. It provides an important baseline for comparison to the 2020–21 dataset, which will capture the impact of COVID-19 on workplace gender equality.

This year, our data shows that the gender pay gap continued to close, with the total remuneration gap dropping by 0.7 percentage points to 20.1%. Access to flexible work and paid parental leave for employees has increased. For the first time since we started collecting data, over 50% of employers now offer paid parental leave to their staff. However, there has been a worrying drop of 6.1 percentage points in employers taking action on closing their pay gaps. Sadly, only 54.4% of employers who did a gender pay gap analysis took action to close the gaps.

This trend must not continue. Experience tells us that when employers measure their data, identify their problem areas and take action to address it, the pay gap closes. Research shows that actions to close pay gaps are three times more effective when the results are reported to the executive or Board.

Our economic recovery depends on utilising the skills and experience of a diverse, gender-balanced workforce. Women and men must have an equal opportunity to re-engage and participate in the workforce. Employers have an important role to play to make this happen by ensuring the momentum towards gender equality is sustained. It is good for business and integral to our economic recovery.

This 2020 gender equality scorecard offers just a snapshot of the 2019–20 data. I encourage you to explore this world-leading dataset and find out how your workplace or industry compares to others by visiting [data.wgea.gov.au](http://data.wgea.gov.au).



Libby Lyons  
Director



## Contents

### **Data snapshot ..... 2**

#### **Gender pay gaps**

Base salary.....	4
Total remuneration.....	4
Manager and non-manager.....	5
Industry.....	6
Average \$ pay gaps by industry.....	7

#### **Employer action on gender equality**

Action on pay equity.....	8
Gender equality strategies.....	9
Family and domestic violence .....	9
Flexible working.....	10
Parental leave and support for caring.....	11
Parental leave by industry.....	12

#### **Workforce composition**

Women in leadership .....	13
Women on governing bodies .....	14
Occupational segregation.....	15
Employee type by gender.....	15
Industry segregation .....	16
Where women and men work.....	17

#### **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**

#### **Follow us on social media**

 @WGEAgency

 @wgeagency

 Search Workplace Gender  
Equality Agency

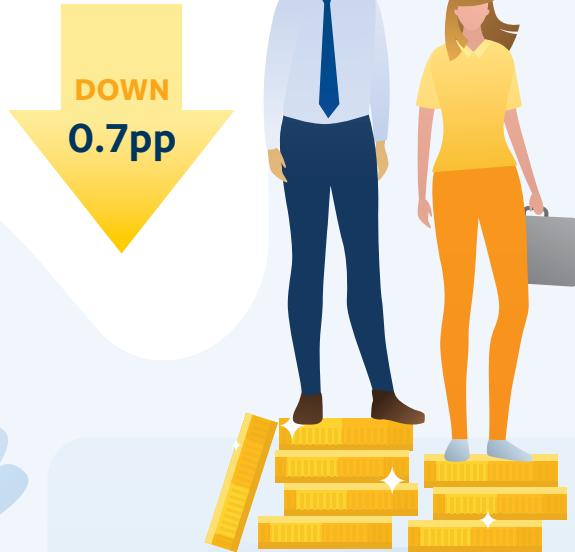
 @wgeagency

# 2019-20 Data Snapshot



## HEALTH PAY GAP BARELY SHIFTS

Gender pay gap in Australia's most heavily female dominated industry drops slightly but remains solidly in favour of men (**up 1.0pp from 14.7% in 2015-16 to 15.7% in 2019-20**).



## 25.5K GENDER PAY GAP

Small drop in the gender pay gap (**down 0.7pp to 20.1%**). Men still take home on average **\$25,534** a year more than women.

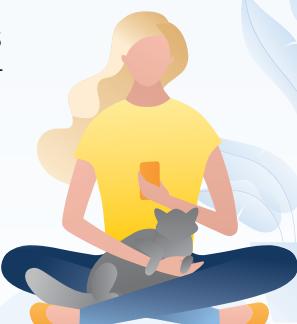


## MARGINAL IMPROVEMENT IN GENDER BALANCE AT TOP LEVELS

Female CEOs **increased slightly to 18.3%** (up 1.2pp) and female representation on boards increased by **1.3pp to 28.1%**.

## EMPLOYERS SUPPORTING FLEXIBLE WORK

Strong growth in employers with a policy or strategy for flexible working (**up 3.2pp to 75.9%**), but only 2.2% have set targets for men's engagement (unchanged from last year).



## WOMEN DOMINATE PART-TIME AND CASUAL ROLES

Women comprise 50.5% of the WGEA dataset but they dominate part-time (75.1%) and casual (56.3%) roles. **Only 38.1% of full-time workers are female.**

## WOMEN'S PROMOTIONS KEEP RISING

Women now comprise **39.9%** of all managers, with 44.7% of manager appointments in 2019-20 going to women.

## ACCESS TO PARENTAL LEAVE IMPROVES

For the first time in the seven-year dataset, over 50% of employers now offer paid primary carer's leave (**up 3.0pp to 52.4%**). There was also an increase in paid secondary carer's leave (**up 2.6pp to 46.4%**).



## INCREASE IN EMPLOYER ACTION ON FAMILY AND DOMESTIC VIOLENCE

Employers with a policy or strategy on family or domestic violence has **increased by over 6 percentage points** to 66.4%.



## ACTION ON PAY EQUITY GOES BACKWARDS

There was a 1.7 percentage point increase in organisations analysing pay data (**up to 46.4%**). However, there was a **significant reduction (down 6.1pp to 54.4%)** in the number of those employers taking action to close the gap.

# Gender pay gap

The 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 the pay of women and men, on average, across organisations, industries and the workforce as a whole.

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.

The WGEA dataset includes gender pay gaps by industry and by manager category and non-manager occupation. The total remuneration gender pay gap 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.

The gender pay gaps referred to in this report 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, on average, 15.0% less than men's.



**(\$15,144 p.a.)**

## Total remuneration gender pay gap

Women's average full-time total remuneration across all industries and occupations is, on average, 20.1% less than men's.



**(\$25,534 p.a.)**

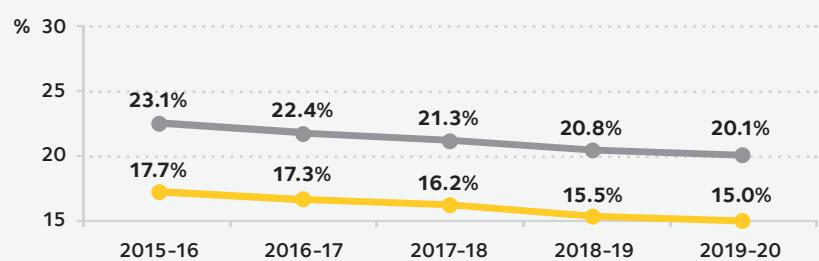
## Gender pay gaps continue downward trend

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

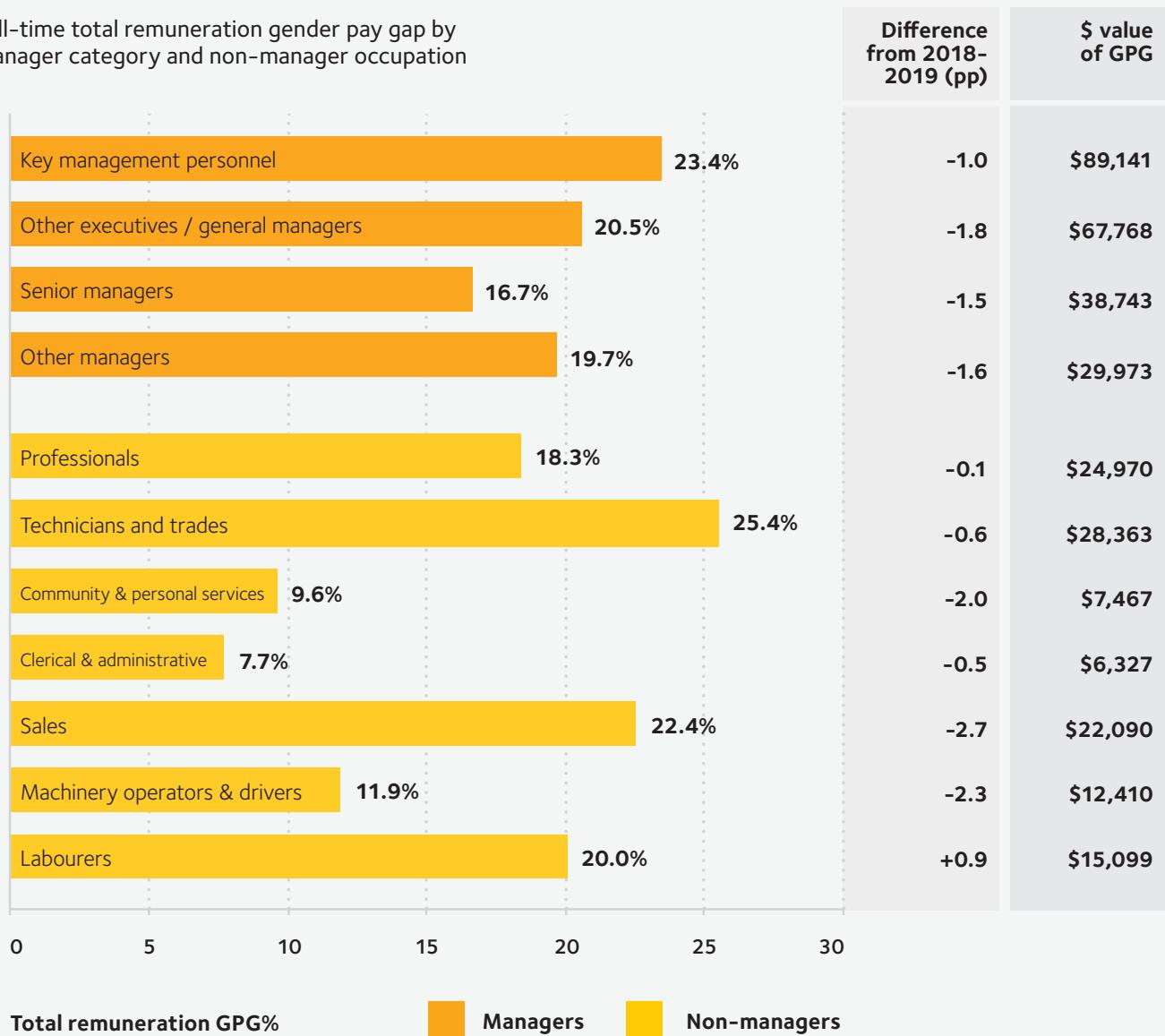
Every manager category and non-manager occupation shows a gender pay gap for full-time employees favouring men.

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

The gender pay gap remained unchanged or decreased in all manager categories over the past 12 months with the largest decrease (1.8pp) occurring in the Other executives / general managers category. There has been a decrease in five of the seven occupational categories. The only occupation with an increased gender pay gap this year was Labourers with a 0.9pp rise.

**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 27.5%. However, their gender pay gap has dropped almost 2pp this year and has decreased 8.6pp since 2013-14.

Construction has replaced Rental, Hiring and Real Estate Services as the industry with the second-worst gender pay gap at 26.1%. The gender pay gap in the most heavily female-dominated industry of Health Care and Social Assistance remained virtually unchanged (up 1.0pp from 14.7% in 2015-16 to 15.7% in 2019-20) while the gender pay gap in the second most female-dominated industry of Education and Training went up 0.4pp to 9.2%.

**Table 1**

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

Industry	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	*
Financial and Insurance Services	33.5	31.9	30.3	29.3	<b>27.5</b>	▼
Construction	28.0	27.4	29.4	26.0	<b>26.1</b>	▲
Rental, Hiring and Real Estate Services	29.3	31.4	26.3	26.9	<b>25.2</b>	▼
Agriculture, Forestry and Fishing	21.8	25.7	23.7	21.3	<b>22.0</b>	▲
Professional, Scientific and Technical Services	27.5	25.4	23.7	22.8	<b>22.0</b>	▼
Information Media and Telecommunications	23.5	22.7	21.8	20.6	<b>20.8</b>	▲
Arts and Recreation Services	21.1	20.5	19.0	20.1	<b>19.8</b>	▼
Transport, Postal and Warehousing	21.9	21.8	19.5	18.9	<b>18.7</b>	▼
Other Services	14.8	15.7	19.9	17.3	<b>17.5</b>	▲
Health Care and Social Assistance	14.7	15.7	16.1	15.9	<b>15.7</b>	▼
Administrative and Support Services	14.8	15.9	13.7	15.8	<b>15.6</b>	▼
Electricity, Gas, Water and Waste Services	20.0	18.7	16.1	16.6	<b>14.5</b>	▼
Retail Trade	16.2	16.3	15.5	15.9	<b>13.8</b>	▼
Mining	15.8	14.7	14.0	13.8	<b>13.6</b>	▼
Manufacturing	14.2	13.9	13.8	13.1	<b>12.0</b>	▼
Accommodation and Food Services	11.4	11.9	12.4	11.8	<b>11.5</b>	▼
Education and Training	9.4	10.6	9.7	8.8	<b>9.2</b>	▲
Wholesale Trade	10.0	9.8	8.5	8.5	<b>8.4</b>	▼
Public Administration and Safety	10.5	9.2	4.9	6.0	<b>7.7</b>	▲
<b>All Industries</b>	<b>23.1</b>	<b>22.4</b>	<b>21.3</b>	<b>20.8</b>	<b>20.1</b>	▼

\*Movement since 2018-19. A noteworthy movement is considered to be either an increase or decrease of 0.5pp or more.

## Gender pay gaps by industry – average \$ amounts

Although all industries have a gender pay gap 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 discretionary 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	21.2	\$26,451	27.5	<b>\$45,497</b>
Construction	20.1	\$22,459	26.1	<b>\$36,361</b>
Rental, Hiring and Real Estate Services	15.8	\$16,642	25.2	<b>\$36,058</b>
Professional, Scientific and Technical Services	19.6	\$23,238	22.0	<b>\$30,990</b>
Information Media and Telecommunications	17.6	\$20,349	20.8	<b>\$30,784</b>
Mining	10.4	\$13,147	13.6	<b>\$23,831</b>
Agriculture, Forestry and Fishing	18.9	\$15,905	22.0	<b>\$22,548</b>
Transport, Postal and Warehousing	15.0	\$13,668	18.7	<b>\$21,922</b>
Arts and Recreation Services	19.1	\$18,325	19.8	<b>\$21,722</b>
Electricity, Gas, Water and Waste Services	8.1	\$9,010	14.5	<b>\$20,963</b>
Other Services	13.1	\$11,817	17.5	<b>\$19,265</b>
Health Care and Social Assistance	13.9	\$12,671	15.7	<b>\$16,700</b>
Administrative and Support Services	12.2	\$9,774	15.6	<b>\$14,819</b>
Manufacturing	8.4	\$7,344	12.0	<b>\$13,047</b>
Retail Trade	9.0	\$6,449	13.8	<b>\$12,313</b>
Education and Training	7.5	\$8,004	9.2	<b>\$11,562</b>
Accommodation and Food Services	11.1	\$8,031	11.5	<b>\$9,542</b>
Wholesale Trade	5.4	\$4,479	8.4	<b>\$8,943</b>
Public Administration and Safety	6.3	\$5,060	7.7	<b>\$7,223</b>
<b>All Industries</b>	<b>15.0</b>	<b>\$15,144</b>	<b>20.1</b>	<b>\$25,534</b>

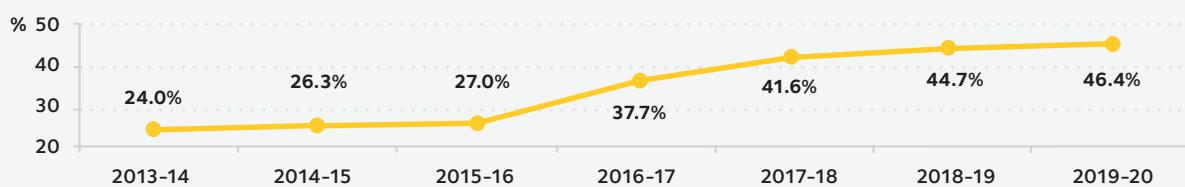
# Employer action on gender equality

## Action on pay equity

### More organisations analyse their gender pay gaps

There was another increase in the number of employers analysing their payroll data for gender pay gaps (up 1.7pp to 46.4%).

**Chart 6** Percentage of organisations that have conducted a gender pay gap analysis



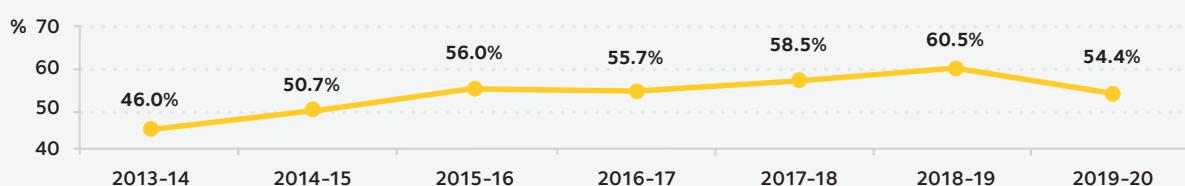
### Fewer organisations are taking action to close their gender pay gaps

For organisations who conducted a gender pay gap analysis, there was a significant drop in the number who reported taking action as a result (down 6.1pp to 54.4%). Consequently, the action gap has widened. Over 45% of employers who undertook a pay gap analysis took no action to address it.

There was also a decrease in all but one of the specific employer actions. The proportion of organisations reporting pay equity metrics to the executive dropped 4.7pp to 26.6% and those correcting like-for-like gaps fell 2.2pp to 26.7%. The only increase reported was a 2.3pp rise to 9.2% in the number of employers setting targets to reduce organisation-wide pay gaps.

68.9% of employers who undertook a pay gap analysis and took no action to address it reported that their analysis identified "no unexplained or unjustifiable pay gaps".

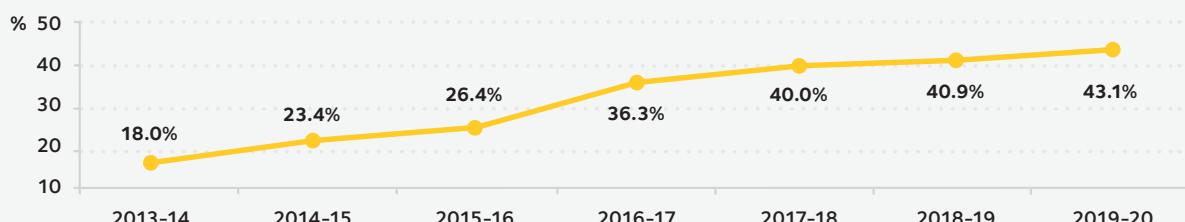
**Chart 7** Percentage of organisations that took action as a result of their gender pay gap analysis



### 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. 63.8% of organisations report having a formal policy and/or strategy on remuneration (up 1.1pp). Of these organisations, 43.1% now have pay equity objectives in their remuneration policy and/or strategy.

**Chart 8** Percentage of organisations with pay equity objectives in their remuneration policy and/or strategy



## Gender equality strategies

### Employers continue their focus on gender equality

Over 76% of the organisations reporting to the Agency have an overall gender equality strategy or policy (up 1.1pp to 76.5%).

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

	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	5-year difference
Recruitment	78.6	80.3	82.7	83.9	<b>85.0</b>	<b>6.4</b>
Training and development	70.8	74.1	76.9	78.8	<b>80.7</b>	<b>9.9</b>
Performance management processes	68.4	71.6	75.5	78.2	<b>80.0</b>	<b>11.6</b>
Gender equality overall	70.7	71.5	74.3	75.4	<b>76.5</b>	<b>5.8</b>
Promotions	62.3	66.5	69.3	70.6	<b>72.0</b>	<b>9.7</b>
Talent identification	55.3	61.2	65.6	67.5	<b>69.0</b>	<b>13.7</b>
Succession planning	52.1	58.4	62.7	65.1	<b>66.5</b>	<b>14.4</b>
Retention	54.6	59.6	62.7	64.6	<b>66.2</b>	<b>11.6</b>
Key performance indicators for managers relating to gender equality	23.4	28.4	31.4	32.2	<b>33.5</b>	<b>10.1</b>

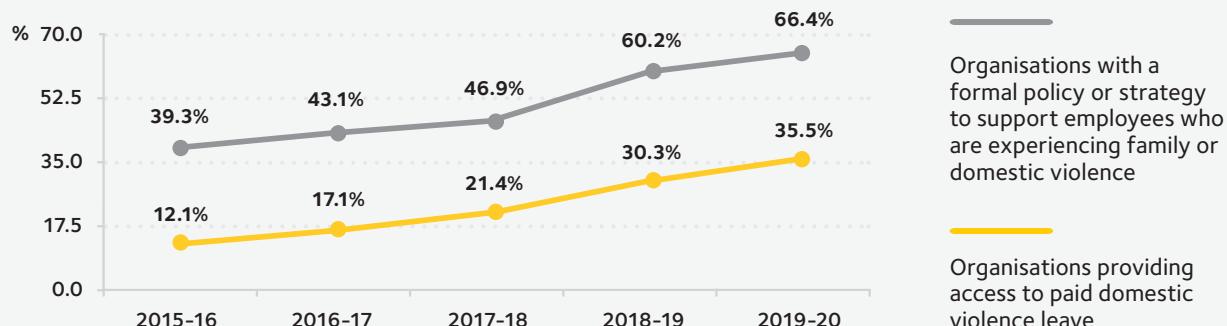
## Family and domestic violence

### More organisations support employees experiencing family or domestic violence

There was another rise in the number of employers with a formal policy or strategy to support employees experiencing family or domestic violence. It went up 6.2pp to 66.4%. The industries with the strongest increase were Public Administration and Safety (up 15.5pp to 65.5%), Construction (up 13.3pp to 65.9%) and Retail Trade (up 10.5pp to 53.7%).

There was also a solid increase in the number of employers offering paid domestic violence leave (up 5.2pp to 35.5%).

**Chart 9** Percentage of organisations with a formal policy or strategy to support employees who are experiencing family or domestic violence

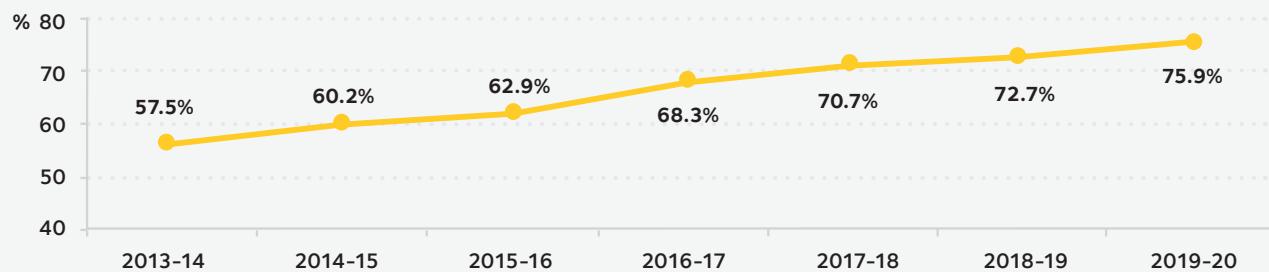


## Flexible working

### More organisations with strategies and policies for flexible working

The 2019–20 data shows a 3.2pp increase in the number of organisations reporting they have a formal flexible working policy and/or strategy in place.

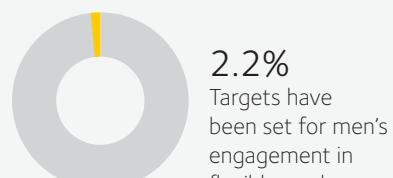
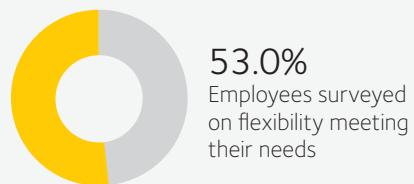
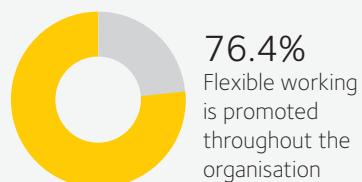
**Chart 10** Percentage of organisations with a policy and/or strategy for flexible working



- Financial and Insurance Services has the highest proportion of organisations with a formal policy and/or strategy on flexible working arrangements (up 1.1pp to 91.7%).
- Agricultural, Forestry and Fishing has the lowest proportion (up 2.9pp to 58.6%).
- The strongest improvements were in Rental, Hiring and Real Estate (up 9.6pp to 86.7%), Construction (up 9.1pp to 64.6%) and Arts and Recreation Services (up 6.7pp to 82.4%).
- Almost one in three organisations (32.2%) with a flexible working strategy now provide manager training on flexible work but only 5.7% set targets for employee engagement in flexible work.

**Chart 11**

Percentage of organisations with flexibility strategies that include the following elements



## Parental leave and support for caring

### Improved access to paid parental leave

The provision of employer-funded paid parental leave has reached a seven-year high. For the first time since we have been collecting data, over 50% of employers in our dataset provide access to paid parental leave, in addition to the government scheme. However, access to paid parental leave is highly dependent on the size and industry of the employer.

- In 2019-20, the number of employers offering paid parental leave for primary carers increased by 3.0pp to 52.4%.
- This means almost seven in ten (69.4%) of the employees in the Agency's dataset have access to paid parental leave for primary carers (3,047,441 employees).
- 46.4% of employers offered paid parental leave for secondary carers – an increase of 2.6pp.
- Women account for 93.5% (down 1.4pp from 2018-19) of all primary carer's leave utilised with men accounting for only 6.5% (up 1.4pp).

Primary carer's leave is most commonly available in large organisations. 79.2% of organisations with 5000+ employees offer primary carer's leave, compared with 46.5% of organisations with fewer than 250 employees.

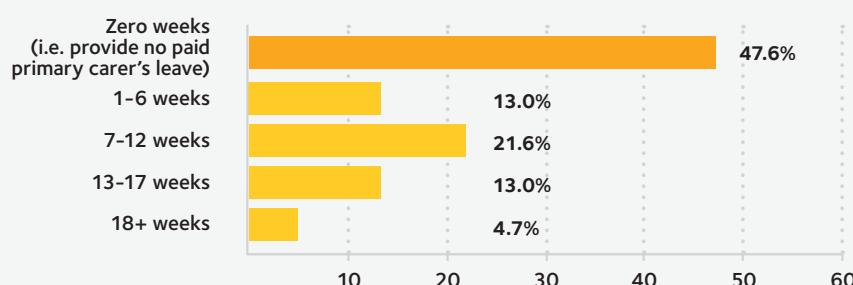
**Table 4** Percentage of organisations offering paid parental leave for primary carers (by organisation size)

	2016- 2017	2017- 2018	2018- 2019	2019- 2020	PP change since 2016-2017
5000+	67.2	74.0	74.5	<b>79.2</b>	<b>12.0</b>
1000-4999	59.8	61.3	61.0	<b>64.5</b>	<b>4.7</b>
500-999	48.5	48.1	51.5	<b>56.6</b>	<b>8.1</b>
250-499	45.6	46.3	48.4	<b>50.6</b>	<b>5.0</b>
0-249	39.7	42.2	43.8	<b>46.5</b>	<b>6.8</b>

### Length and accessibility of primary carer's leave

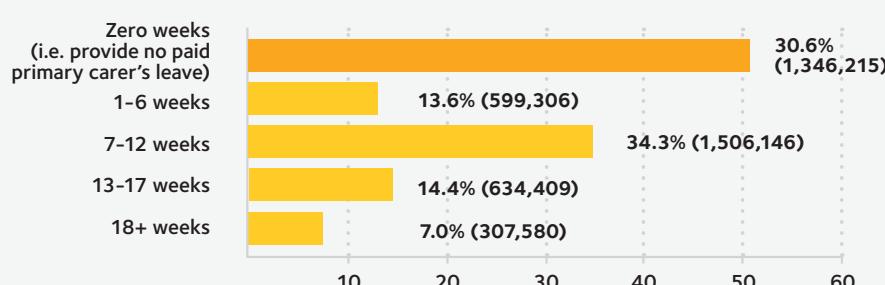
Of those employers offering paid primary carer's leave, 7-12 weeks is the most common length of leave (21.3%). 4.7% of employers offer 18 or more weeks of primary carer's leave.

**Chart 12** Typical number of weeks of paid primary carer's leave offered by employers to both women and men



Over one-third of employees in our dataset can access 7-12 weeks of paid primary carer's leave (34.3%).

**Chart 13** Typical number of weeks of paid primary carer's leave available to employees



## Parental leave by industry

### Increased access to paid parental leave in most industries

- Primary carer's leave is most commonly offered in Electricity, Gas, Water and Waste Services (80.9%), Financial and Insurance Services (80.8%) and Education and Training (79.7%).
- Agriculture, Forestry and Fishing saw a 9.1pp increase in employers offering primary carer's leave (up from 28.8% in 2018-19 to 37.9% in 2019-20).
- Accommodation and Food Services (24.7%) and Retail Trade (24.0%) are the industries with the lowest percentage of employers offering primary carers leave.

**Table 5**

Percentage of organisations offering primary carer's leave (by industry)

Industry	2016- 2017	2017- 2018	2018- 2019	2019- 2020	PP change since 2016-2017
Electricity, Gas, Water and Waste Services	78.7	71.7	75.5	<b>80.9</b>	+2.2
Financial and Insurance Services	70.2	73.2	76.4	<b>80.8</b>	+10.6
Education and Training	78.5	79.0	79.2	<b>79.7</b>	+1.2
Professional, Scientific and Technical Services	58.9	59.3	65.5	<b>70.0</b>	+11.1
Information Media and Telecommunications	59.1	60.3	62.7	<b>66.2</b>	+7.1
Arts and Recreation Services	53.0	59.8	62.6	<b>62.7</b>	+9.7
Mining	52.6	54.3	58.0	<b>62.1</b>	+9.5
Health Care and Social Assistance	54.9	56.8	56.7	<b>58.7</b>	+3.8
Other Services	45.8	50.7	49.7	<b>55.7</b>	+9.9
Rental, Hiring and Real Estate Services	42.1	45.1	43.4	<b>49.4</b>	+7.3
Wholesale Trade	33.6	37.7	38.8	<b>38.8</b>	+5.2
Public Administration and Safety	52.9	38.1	33.3	<b>37.9</b>	-15.0
Agriculture, Forestry and Fishing	25.5	28.6	28.8	<b>37.9</b>	+12.4
Manufacturing	32.5	33.4	34.6	<b>37.1</b>	+4.6
Construction	25.2	27.2	31.6	<b>35.9</b>	+10.7
Transport, Postal and Warehousing	25.3	30.5	32.8	<b>35.2</b>	+9.9
Administrative and Support Services	22.1	24.8	25.1	<b>28.6</b>	+6.5
Accommodation and Food Services	20.2	21.2	20.6	<b>24.7</b>	+4.5
Retail Trade	20.4	21.0	21.3	<b>24.0</b>	+3.6
<b>All Industries</b>	<b>45.9</b>	<b>47.8</b>	<b>49.4</b>	<b>52.4</b>	+1.6

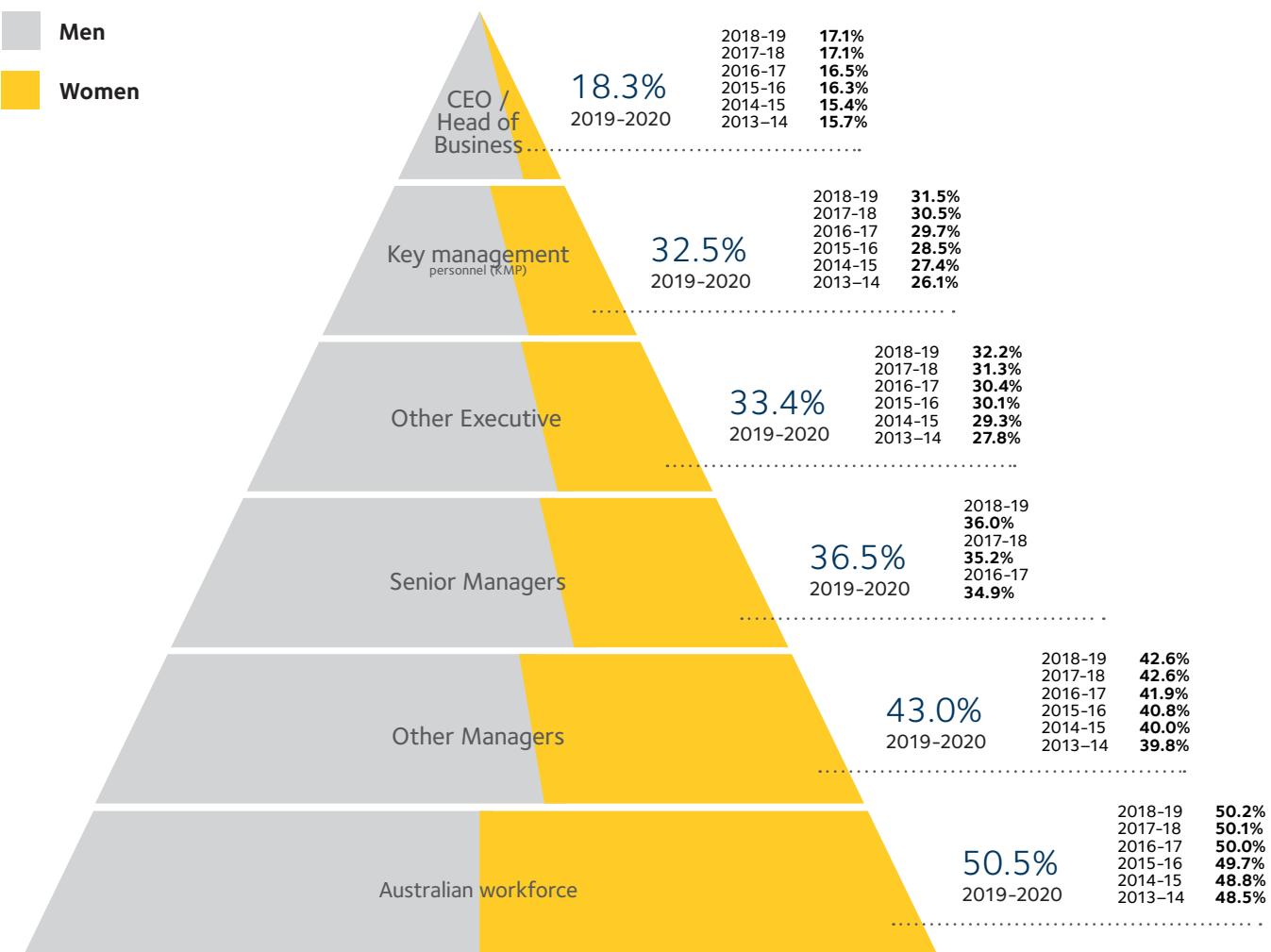
# Workforce composition

## Women in leadership

### The most senior roles remain 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 14** Proportion of women by manager category



Female managers overall **39.9%** (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 0.9pp to **44.7%**

## Women's representation on governing bodies

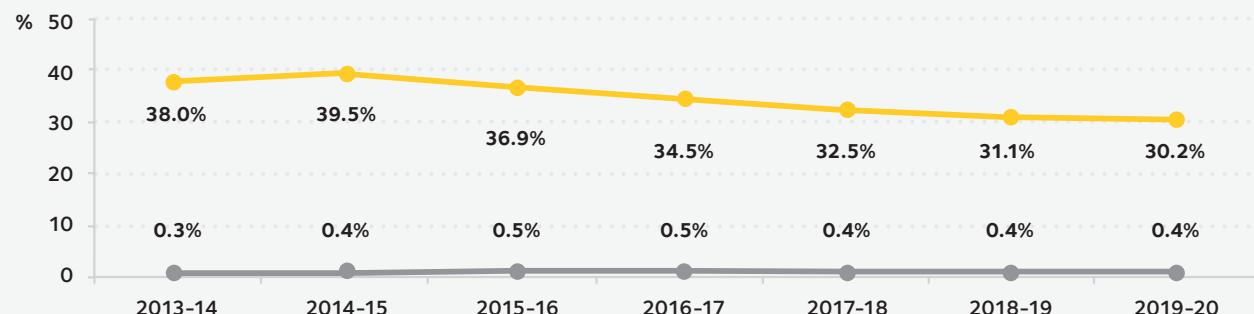
The growth in the number of women appointed to boards and governing bodies remains slow.

- The proportion of female directors in 2019-20 was 28.1% (up 1.3pp from 2018-19).
- The proportion of female chairs in 2019-20 was 14.6% (up 0.5pp from 2018-19).
- The proportion of boards that had a target for gender composition was 8.2% (down 7.9pp from 16.1% in 2015-16).
- 30.2% of boards and governing bodies have no female directors. By contrast, only 0.4% have no male directors.
- This means that 1,819 of the 6,024 boards and governing bodies in our dataset have no female directors while only 27 have no male directors.
- The median board in our dataset has 21.4% female directors. In other words, half of the boards and governing bodies have less than 21.4% female representation.

**Chart 15**

Percentage of boards without either women or men

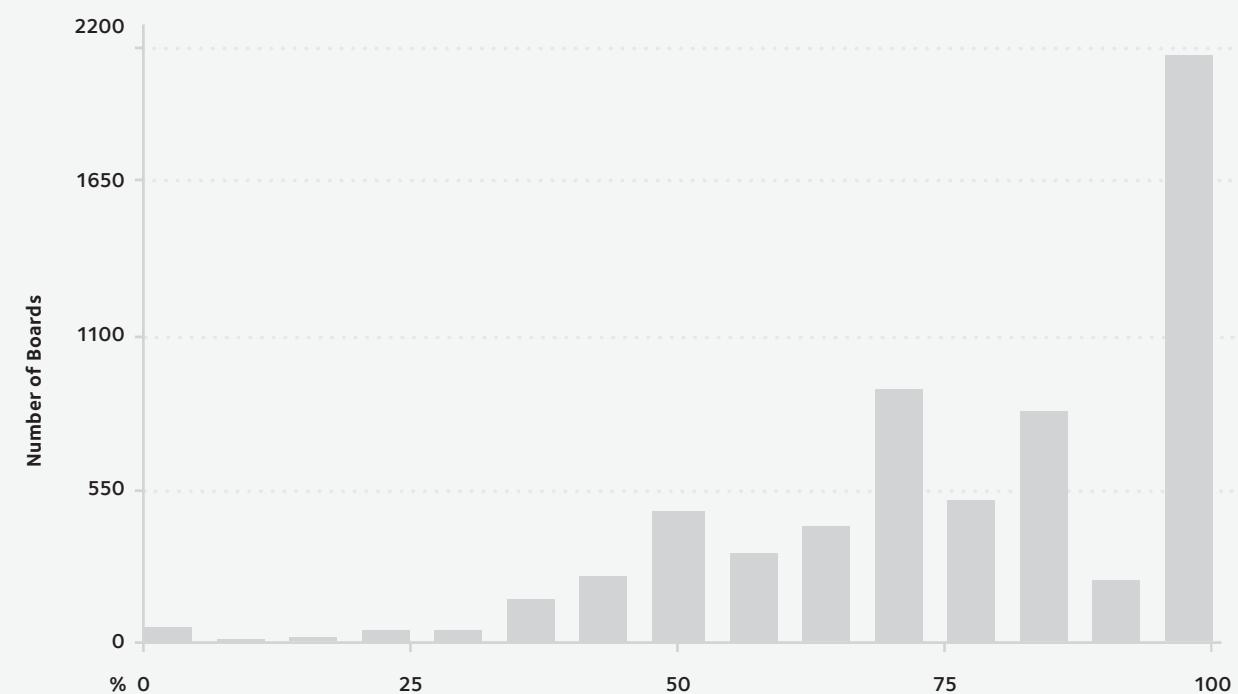
— % no women  
— % no men



**Chart 16**

Number of boards by male composition 2019-20

■ % Men



## Occupational segregation

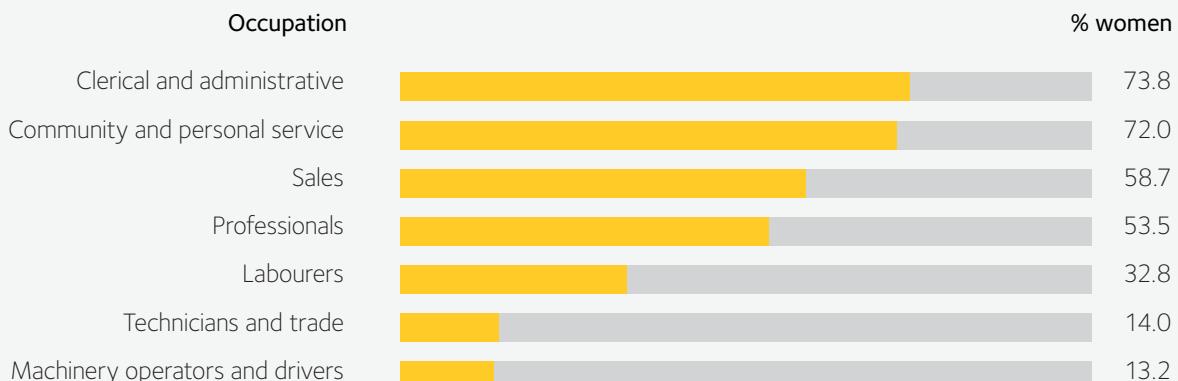
### Non-manager roles segregated by occupation

Women comprise 51.7% of all non-manager roles and are concentrated in traditionally female occupations including Community and personal service and Clerical and administration.

**Chart 17**

Percentage of women in non-manager occupations

% Women      % Men

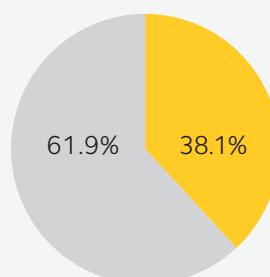


## Employee type by gender

Women dominate part-time and casual roles while men comprise almost two-thirds of the full-time workforce.

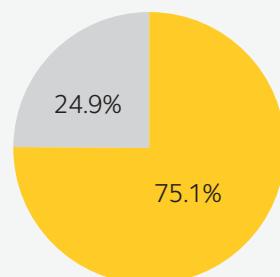
**Chart 18**

Full-time employees by gender



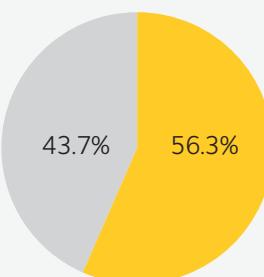
**Chart 19**

Part-time employees by gender



**Chart 20**

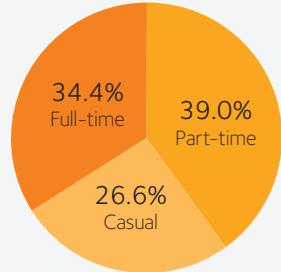
Casual employees by gender



% Women  
 % Men

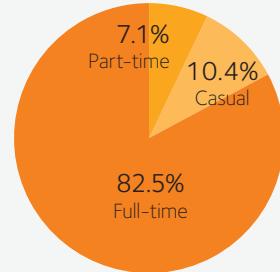
**Chart 21**

Female dominated industries (Education and Health Care)



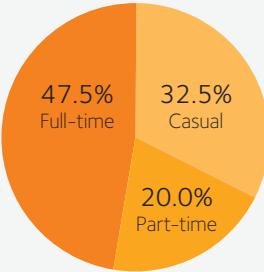
**Chart 22**

Male-dominated industries



**Chart 23**

Mixed industries



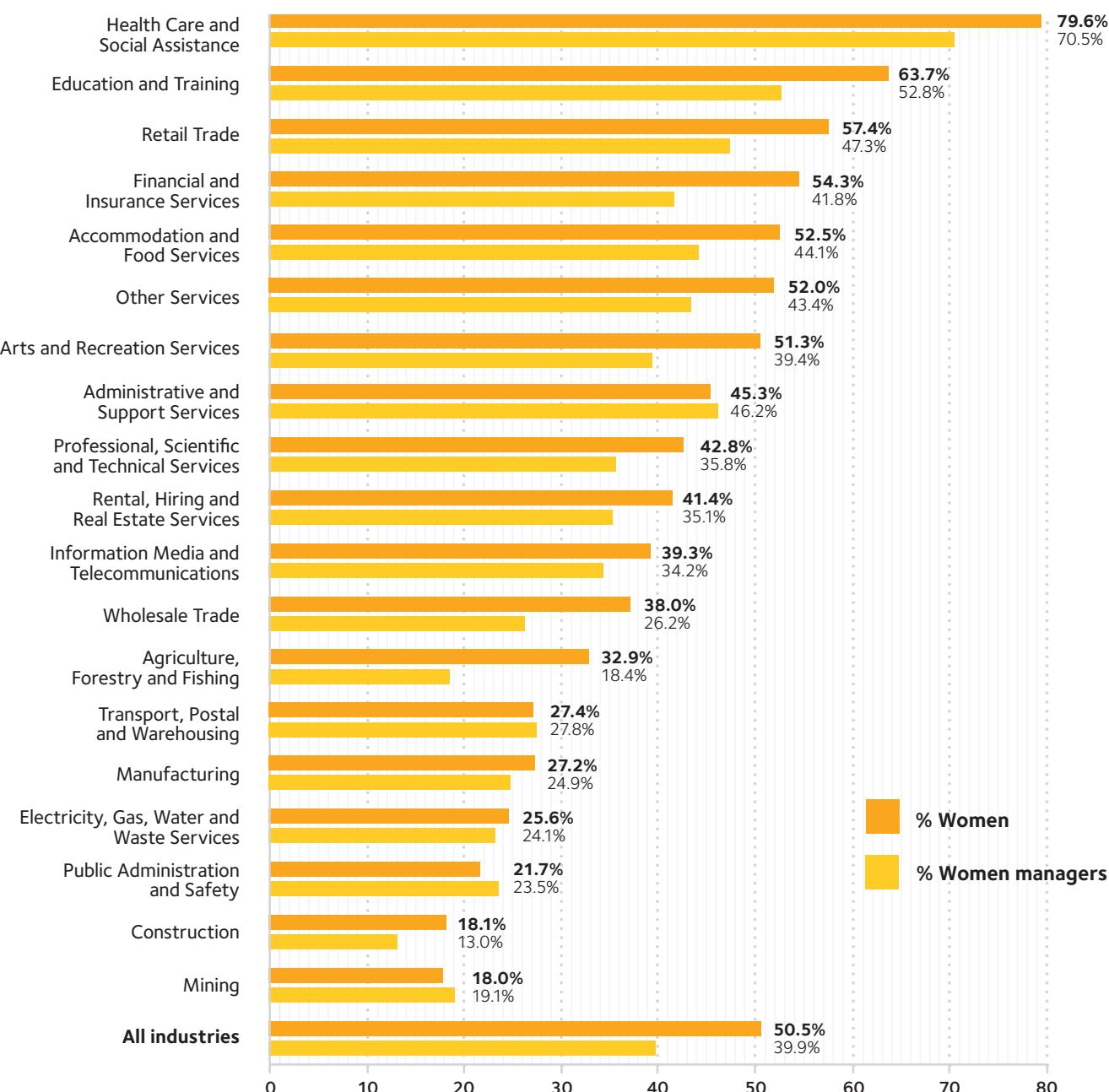
## Industry segregation

### Australia's workforce remains highly gender segregated

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

The four industries of Public Administration and Safety, Mining, Administrative and Support Services and Transport, Postal and Warehousing are the only industries where women are not under-represented in management compared to their overall representation across the industry. All other industries, including female-dominated ones, have a lower proportion of women in management compared to the proportion of women in the workforce. Agriculture, Forestry and Fishing (14.5pp), Financial and Insurance Services (12.5pp), Arts and Recreation Services (11.9pp) and Wholesale Trade (11.9pp) have the biggest difference between the representation of women in the workforce and the representation of women in management.

**Table 6** Proportion of women employees and representation of women in management by industry

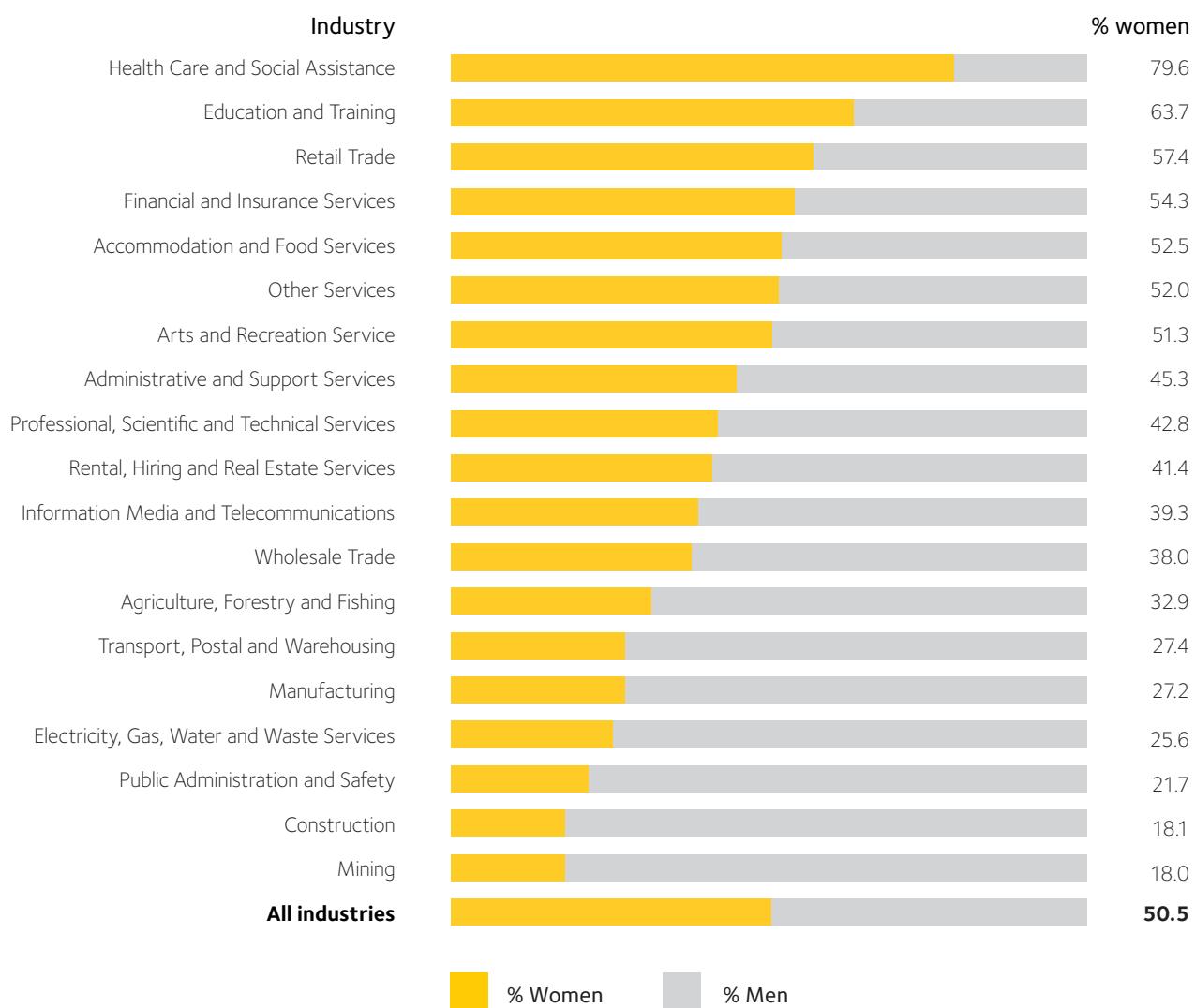


## Where do women and men work?

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

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

**Table 7** Gender composition by industry

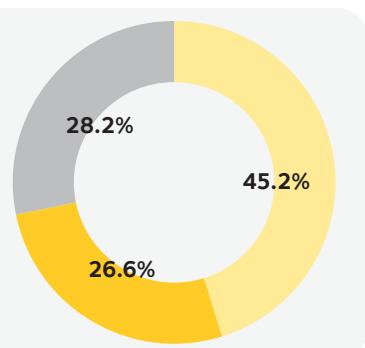
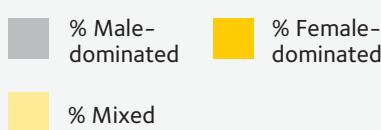


## Workforce composition by gender dominance

Over half (54.8%) of Australian employees work in industries that are dominated by one gender.

**Chart 24**

Proportion of workforce working in male, female and mixed industries



# 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 Agency's dataset is based on 4,943 reports submitted in accordance with the Act for reporting period 1 April 2019 to 31 March 2020. Over four million employees across Australia are covered, which accounts for more than 40% of Australia's total labour force.

## WGEA Data Explorer

Explore the WGEA's comprehensive dataset, covering more than 4 million employees in Australia at [data.wgea.gov.au](http://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.

### Follow us on social media

-  @WGEAgency
-  @wgeagency
-  Search Workplace Gender Equality Agency
-  @wgeagency