2021 Data Quality Report

Executive Summary

The Workplace Gender Equality Agency ('the Agency') introduced a new reporting platform during the 2020-21 reporting period. As part of the system upgrade, data definitions, templates, and collection processes were significantly amended compared to previous eight reporting periods. The transition to the new reporting platform and the global COVID-19 pandemic restrictions had an impact on the capability of organisations to submit data to the Agency. The Agency accommodated these factors by extending the data collection period and the snapshot date for inclusion in the dataset.

Key points:

- The 2020-21 WGEA Compliance Reporting Period commenced on 14 April and ended on 11 August. The questionnaire covers the preceding 12-month reporting period between 1 April 2020 to 31 March 2021
- The cut-off date for inclusion in the dataset was on 17 December 2021. The dataset covered 4,474 reporting organisations and 4,188,336 employees
- The coverage rate was 38.6% (down 1.7 percentage points from 2020) of the estimated overall Australian workforce[1]
- The timeliness rate was 84% (down 9 percentage points from 2020)
- In 2021, reporting organisations could report multiple industries in their workplace profile and allowed organisations in corporate groups to consolidate their reports into one. This reduced the number of reporting organisations by at least 125 compared to the 2020 reporting period and affected the coherence of metrics that use the number of reporting organisations as base.
- In addition to allowing reporting organisations to submit multiple industries, the Agency for the used the Australian Business Registry as the main source of industry information for the first time in 2021.
- Wholesale trade and other services were impacted the most by the change in the methodology for collecting industry information. There was a correlation observed between wholesale trade and reporting organisations that reported under manufacturing in 2020. There was also a substantial movement of health care and social assistance employees and reporting organisations to other services in 2021.
- The number of governing boards decreased by 11% compared to the 2020 reporting period. This was because subsidiaries no longer had to report a governing board that was reported by their parent organisation or if the board was located overseas. The number of male directors decreased by 16% while the number of female directors decreased by 5%
- The new manager categories, head of business and key management personnel/head of business, did not affect the overall number of managers reported to the agency. However, the new categories did impact the distribution of the headcount along the manager categories. CEOs decreased by 20% compared to the 2020 reporting period, KMPs 16%, and other executives & general managers by 20%. These were the biggest year on year changes since the Agency commenced reporting.
- There were accuracy issues detected with the head of business category and the new parental leave question pertaining to the distinction of primary and secondary carer's leave. The Agency will strengthen the validation rules for these items in the 2022 reporting period
- The new workforce profile and workforce management statistics templates did not appear to affect overall coherence and accuracy of the headcount, remuneration, and movement statistics.
- In 2021, the Agency started collecting voluntary demographic information. Around 9% of organisations reported non-binary employees in their workplace profile (accounted for 0.6% of the total employees). Almost 80% of reporting organisations had provided year of birth and/or postcode data. By employee counts, around 70% of employees had a year of birth recorded against them and almost 60% of had a postcode information.

[1] External sources: ABS (2022) 6291.0.55.001 - Labour Force, Australia, Detailed - Electronic Delivery, February 2022. Result cited is for January 2022, available in data cube EQ05. Proportion is based on the number of employees, excluding owner managers.

Introduction

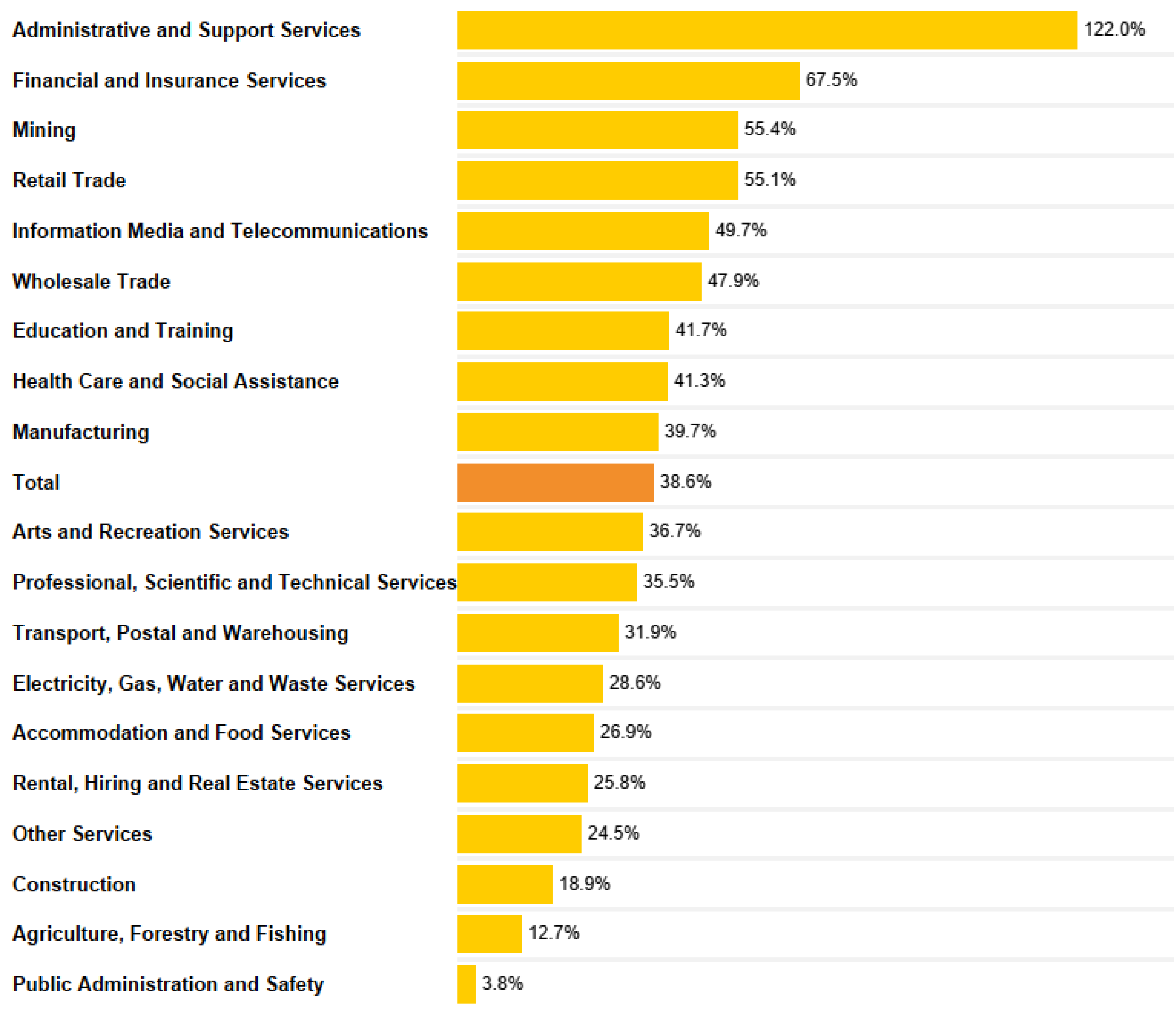
This report provides an overview of the processes, data quality checks and insights to assess the quality of the 2020-21 Workplace Gender Equality Agency (WGEA/Agency) Compliance Program data. The report will cover the methodology and insights of the data quality checks of the compliance reporting data as well as provide recommendations on how the insights can be communicated to the public.

Coverage and relevance

The WGEA dataset covered 4,188,336 employees, or approximately 38.6% of the estimated overall Australian workforce. This is down 1.7 percentage points from the 2020 reporting period. The number of the employees covered by the WGEA dataset was down 4.7% from the previous reporting period but was still within range compared to previous years (see Appendix I).

Industries such as financial and insurance services, mining, and retail trade have a coverage of more than 50%, while construction and agriculture, forestry, & fishing have a coverage of less than 20%. Note: the coverage for administrative and support services industry are inflated as WGEA reporting guidelines require organisations involved in labour hire functions to capture their contracted staff within their WGEA report as the employer. These contractors would typically report the industry they are contracted to, not the labour hire company that recruited them, in the ABS survey.

Figure 1. 2020-21 WGEA dataset – coverage of Australian labour force



External sources: ABS (2022) 6291.0.55.001 - Labour Force, Australia, Detailed - Electronic Delivery, February 2022. Result cited is for January 2022, available in data cube EQ05

Exemptions (Discretion Not to Name (DNN)) granted

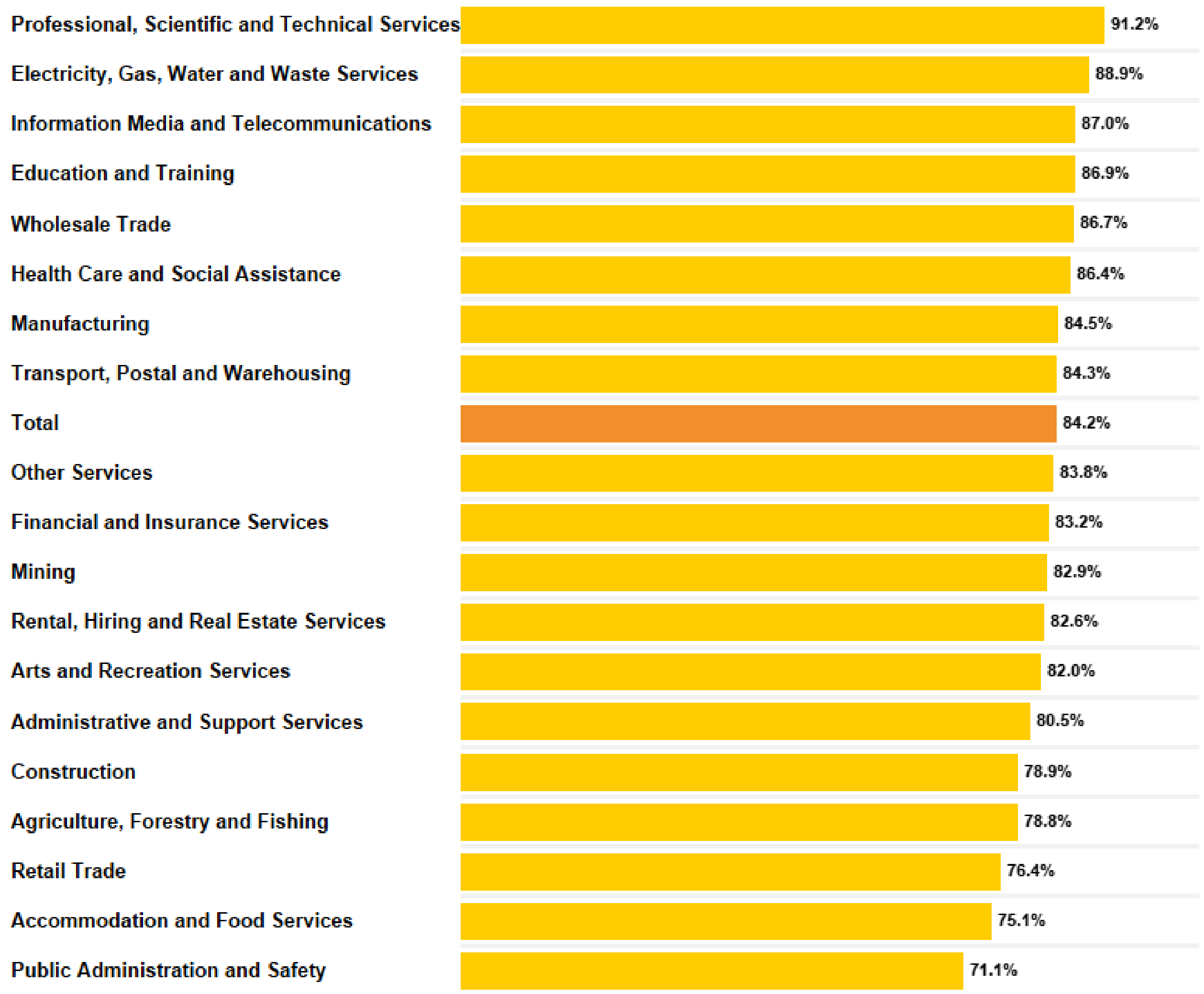
The Agency granted exemptions to 20 reporting organisations. The exemptions could have potentially excluded 9,496 employees from the dataset (based on 2020 numbers). This would have had minimal impact on the overall and by industry coverage rate.

Timeliness

Figure 2 showed that 84.2% of reporting organisations were able to submit verified data to the Agency by the cut-off date of December 17, 2021. This was down 9 percentage points from 2020. The timeliness rate ranged from 91.2% (professional, scientific, & technical services) to 71.1% (public administration & safety).

The Agency experienced technical issues with its new reporting platform in 2021 which hindered the ability of reporting organisations to submit on time. Changes in reporting specifications and the lag in which organisations could implement these changes in their reporting systems could have also contributed to the tardiness. The Agency amended the concept of a 'reporting organisation' in 2021 (see 'Coherence and interpretability'), which affected the count of reporting organisations and the timeliness rate.

Figure 2. 2020-21 WGEA dataset – timeliness by industry



Coherence and interpretability

Changes implemented during 2020-21 reporting period

The 2020-21 reporting period was the inaugural year for the Agency's new reporting platform. As part of the system upgrades, data definitions, templates, and collection processes were significantly amended compared to previous eight reporting periods. New data elements were introduced in the workplace profile and the questionnaire. A separate Workforce Management Statistics (WMS) template was introduced to collect the paid parental, appointments, and resignation count data that were previously collected in the questionnaire.

The following section looks at the impact of these changes to the overall coherence and interpretability of the 2021 dataset compared to the previous reporting periods.

The concept of a reporting organisation

Prior to 2021, a reporting organisation represented a main industry of a relevant organisation. This was because a submitter could only report under one ANZSIC code in the legacy system. If a corporate group had multiple main industries in their structure, these would be represented as separate reporting organisations in the dataset. It was required that a reporting organisation had at least 80 employees.

In 2021, reporting organisations were able to submit multiple ANZSIC codes. Corporate groups that have previously submitted separate reports for each of the main industries within their structure could now submit under one reporting organisation. It was not mandatory for all corporate groups to consolidate into one reporting organisation. There was no minimum headcount imposed per ANZSIC code in a reporting organisation.

Of the 2,744 reporting organisations that were part of corporate groups in 2020, only 203 consolidated into 78 single reporting organisations in 2021.

Reporting organisations in 2021 therefore represented a mixture of corporate groups and the main industries of relevant organisations. The 2021 results for reporting questionnaire statistics, which use the total number of reporting organisations as a base, could vary by up to 3 percentage points from a result that would have been produced by the pre-2021 concept of a reporting organisation. While the Agency is confident that the 2021 data is consistent with the overall longitudinal trend of the past 8 years, we caution against the detailed reliance on the specific values that compare 2020 and 2021 statistics. This especially holds for metrics that rely on the number of reporting organisations (for example: pay equity, domestic violence, flexible work, governing boards, parental leave offerings, support for carers, and sex-based harassment statistics).

Changes to the workplace profile templates

For the 2021 reporting period, reporting organisations were able to choose from two types of workplace profile templates to submit their employee and remuneration data. The default Workplace Profile was synonymous with the unit level template from the previous reporting periods. In this template, reporting organisations would provide row by row employee data. The reporting organisation would need to convert the part time and casual salary into full time full year equivalent amount themselves.

In 2021, the agency introduced a payroll aligned Workplace Profile template. The template automatically annualised the part time and casual salary into full time full year equivalent amounts for the reporting organisation. The reporting organisation would need to provide additional information such as the standard full-time hours, the ordinary hours for each employee, and employee start date.

In previous reporting periods, reporting organisations could submit their data using an aggregate template. In this template, the reporting organisation could submit aggregated employee headcounts and average remuneration by occupational category, employment status, and employment term. The reporting organisation would need to convert the part time and casual salary into full time full year equivalent amount themselves. This template was no longer available from 2021.

There was a possibility that 2021 results were affected by the following factors as result of the template changes:

- Reporting organisations that have previously used the aggregated template could have incorrectly averaged the remuneration by occupation, employment status, and employment term in their previous submissions. Now that that they need to provide row by row data the remuneration data, the result would have been different from what they would have entered on the aggregated template.

- Reporting organisations that have used the payroll aligned workplace profile could have previously converted their part time and casual salaries into a full-time, full-year equivalent using another methodology than what was used in the payroll aligned Workplace profile template.

The table below showed that 85% of the overall total remuneration submitted in the 2021 dataset used the default WPP template. For organisations that have previously used the aggregate template in 2020 and used the default WPP template in 2021, the total remuneration only increased by 0.8% compared to 2020. This was comparable to the organisations that used the WPP template in both years (only 0.5% increase to 2021).

The year-on-year changes was overall greater for reporting organisations that used a payroll-aligned WPP template. These reporting organisations had a 15% share of the overall total remuneration, consistent with their share in the 2020 reporting period.

Table 1: 2020 vs 2021 total remuneration by workplace profile template used*

2020 template used	2021 template used	2020	2021	% change
Aggregate	WPP	$163,162,444,208	$164,537,615,018	0.8%
	Payroll aligned WPP	$28,287,708,904	$27,486,093,468	-2.8%
WPP	WPP	$176,019,281,318	$176,922,118,780	0.5%
	Payroll aligned WPP	$29,441,996,608	$31,619,580,966	7.4%
Total		**$396,911,431,038**	**$400,565,408,232**	**0.9%**

** For reporting organisations that reported in both 2020 and 2021 reporting periods*

Workplace profile templates by industry

In all industries, most of the total remuneration data was collected from a WPP template. Only four industries (information media & telecommunications, public administration & safety, health care & social assistance, manufacturing) had more than 20% of their total remuneration collected from a payroll aligned WPP template. For these industries, we expect the type of template to have had minor impact on the industry GPG.

Table 2: Share of the 2021 total remuneration by workplace profile template usage and industry

Division Name	WPP	Payroll aligned WPP
Information Media and Telecommunications	62%	38%
Public Administration and Safety	69%	31%
Health Care and Social Assistance	75%	25%
Manufacturing	79%	21%
Electricity, Gas, Water and Waste Services	80%	20%
Rental, Hiring and Real Estate Services	80%	20%
Agriculture, Forestry and Fishing	80%	20%
Professional, Scientific and Technical Services	83%	17%
Accommodation and Food Services	84%	16%

Arts and Recreation Services	84%	16%
Other Services	85%	15%
Administrative and Support Services	86%	14%
Transport, Postal and Warehousing	86%	14%
Wholesale Trade	87%	13%
Education and Training	90%	10%
Construction	91%	9%
Retail Trade	92%	8%
Financial and Insurance Services	94%	6%
Mining	96%	4%

Industry collection and allocation

The processes for collecting and allocating a reporting organisation's industry have significantly changed compared to the previous reporting periods. The main changes were:

- The ANZSIC codes in the new reporting system were extracted from the Australian Business Registry (ABR) instead of the legacy system. Around 30% of ABNs subsequently had their ANZSIC record amended in the system to override the ANZSIC code from the ABR. It was possible that some reporting organisations did not amend their ANZSIC record because they were not aware that it was different from the industry that they have previously provided in the legacy system.
- Reporting organisations could now submit multiple ANZSIC codes in the workplace profile. In the legacy systems, reporting organisations could only submit under one ANZSIC class code. In 2021, around 30% of reporting organisations submitted multiple ANZSIC codes in their workplace profiles. Around 200 organisations reported only 1 employee against an ANZSIC class code.
- Reporting organisations did not nominate an ANZSIC code for the reporting questionnaire. In the legacy system, the default ANZSIC code for the reporting questionnaire was the single ANZSIC class code nominated by the reporting organisation. To prevent duplicates for metrics that are based on the unique counts of reporting organisations, the Agency allocated a primary industry to a reporting organisation. If a reporting organisation submitted multiple industries in their workplace profile, the primary industry was the industry of the primary ABN in the 2020 reporting period. For merged or new reporting organisations, the primary industry was the main industry of the ABN with the highest headcount in the workplace profile.

The following sections examine how the above changes affected the consistency of the employee counts and reporting organisation allocated to each industry compared to the 2020 reporting period.

Consistency of industries for employee headcounts

For organisations that were included in both 2020 and 2021 datasets, around 85% of employees in the 2021 workplace profiles were allocated to the same industry that was reported for the organisation in 2020. The consistency rates ranged from 96% (education and training) to 34% (other services).

Wholesale trade and other services were the only two industries with a consistency rate of less than 60%. For these industries, we caution against the detailed reliance on the specific values that compare 2020 and 2021 statistics. This holds true for metrics that rely on employee headcount (for example: gender pay gap, gender composition breakdowns of employee headcounts, appointments, promotions, resignations, paid parental leave headcounts, and partnerships headcounts).

Table 3: Consistency of 2021 employee headcount allocation by industry*

Industry	Level	% of employees allocated to same industry in 2020
Education and Training	High	96%
Retail Trade	High	96%
Mining	High	95%
Health Care and Social Assistance	High	95%
Arts and Recreation Services	High	94%
Financial and Insurance Services	High	91%
Electricity, Gas, Water and Waste Services	High	91%
Transport, Postal and Warehousing	High	90%
Accommodation and Food Services	High	89%
Information Media and Telecommunications	High	87%
Rental, Hiring and Real Estate Services	High	82%
Manufacturing	Medium	78%
Agriculture, Forestry and Fishing	Medium	78%
Professional, Scientific and Technical Services	Medium	73%
Administrative and Support Services	Medium	67%
Construction	Medium	64%
Public Administration and Safety	Medium	62%
Wholesale Trade	Low	48%
Other Services	Low	37%

** For reporting organisations that reported in both 2020 and 2021 reporting periods*

The flow diagram in Appendix II showed that there was a significant proportion of wholesale trade employees in 2021 were reported under manufacturing in 2020. There was also a substantial movement of health care and social assistance employees to other services in 2021.

Consistency of primary industries allocated for reporting organisations

Overall, around 81% of reporting organisations in the 2021 dataset were allocated a primary industry that was the same as their industry in 2020. The consistency rates ranged from 94% (mining) to 30% (public administration and safety).

Public administration & safety, wholesale trade, and other services had consistency rates of less than 60%. For these industries, we caution against the detailed reliance on the specific values that compare 2020 and 2021 statistics. This especially holds for metrics that rely on the number of reporting organisations (for example: pay equity, domestic violence, flexible work, governing boards, parental leave offerings, support for carers, and sex-based harassment statistics).

Table 4: Consistency of 2021 reporting organisation allocation to their primary industry*

Industry	Level	% of reporting organisations allocated to same industry in 2020
Mining	High	94%
Education and Training	High	94%
Health Care and Social Assistance	High	93%
Accommodation and Food Services	High	92%
Transport, Postal and Warehousing	High	89%
Financial and Insurance Services	High	88%
Arts and Recreation Services	High	87%
Retail Trade	High	85%
Electricity, Gas, Water and Waste Services	High	84%
Manufacturing	High	82%
Agriculture, Forestry and Fishing	High	82%
Professional, Scientific and Technical Services	High	80%
Information Media and Telecommunications	Medium	78%
Rental, Hiring and Real Estate Services	Medium	71%
Construction	Medium	69%
Administrative and Support Services	Medium	62%
Other Services	Low	55%
Wholesale Trade	Low	52%
Public Administration and Safety	Low	30%

** For reporting organisations that reported in both 2020 and 2021 reporting periods*

The flow diagram in Appendix III showed that there was a significant proportion of wholesale trade reporting organisations in 2021 that reported under Manufacturing in 2020. There was also substantial movement of health care and social assistance reporting organisations to other services in 2021.

Governing board data

Prior to 2021, the governing boards represented the governing boards of a reporting organisation. If a corporate structure reported as separate reporting organisations for each of its main industries, they would have to report the same governing board data for each submission. The reporting organisation also had to report governing boards that were based overseas.

In 2021, a reporting organisation did not have to report its governing board if it had been reported in another reporting organisation that is part of its corporate structure or if the governing board was based overseas. The governing board in 2021 therefore represented the governing board of corporate structures located in Australia only. Around 30% of organisations did not report a governing board because it was already reported by another reporting organisation that was a part of their corporate structure. Around 7% did not report a governing board because it was located overseas.

Governing board members decreased from in 26,888 in 2020 to in 23,963 in 2021 (a decrease of 11%). The 3,456 boards reported in 2021 compared to 6,331 in 2020 (a decrease of 45%). The maximum number of boards that were reported by a reporting organisation in 2020 was 30 while in 2021 it was 2. This could be possibly due to a limitation in the new system.

Comparing the results of reporting organisations that reported in both 2020 and 2021 showed similar levels of female board members. The change in the definition of governing boards and system issues appear to have affected the levels of male board members. Caution should be taken when comparing the 2021 results of metrics based on the governing board data (gender composition of governing boards, number and proportion of boards with a target) to historical data.

Table 5: 2020 vs 2021 distribution of board members*

	2020	2021	Change
Female chairs	640	588	-8%
Female board members	7278	6971	-4%
Total female directors	7918	7559	-5%
Male chairs	3467	2640	-24%
Male board members	16143	13764	-15%
Total male directors	19610	16404	-16%
Total number of board members	26888	23963	-11%

** For reporting organisations that reported having a board member in both 2020 and 2021 reporting periods*

Appointments data

In 2021, reporting organisations were required to split their appointments into internal and external appointments. Prior to 2021, reporting organisations were required submitted the total number of appointments including promotions.

The table below shows that the total number of appointments excluding promotions increased by 12% from the 2020 reporting year. The previously used metric of total number of appointments including promotions increased by 10%. These are the biggest increases in appointments since the 2018 reporting period, but still less than the annual increase seen between the 2016 and 2017 reporting periods. Users can interpret the results to be indicative of an overall trend, though it might take a couple more years of data to fully ascertain the veracity of the new appointment categories.

Table 6: 2016 – 2021 appointments trend

	2016	2017	2018	2019	2020	2021
External appointments						1,111,118
Internal appointments						411,490
Total appointments excluding promotions	1,033,716	1,307,315	1,230,395	1,285,823	1,355,091	1,522,608
Total appointments including promotions	1,214,956	1,515,093	1,463,579	1,517,268	1,575,404	1,731,618

New manager categories

Two new manager categories were introduced in the 2021 reporting period. The head of business (HOB) category was created to capture the head of businesses in corporate structures. Prior to 2021, head of businesses were grouped with the CEOs. Similarly, a key management personnel/head of business (KMP/HOB) category was created to accommodate the head of businesses in reporting standalones and corporate structures that would have grouped with the KMPs.

For the appointments, promotions, and parental leave counts, reporting organisations were asked to distinguish managers as CEOs, KMPs and HOB vs Managers (excl. CEOs, KMPs and HOBs). Prior to 2021, reporting organisations reported only the total number of manager appointment, promotions, and parental leave counts.

The following sections examine how the introduction of the HOB and KMP/HOB categories affected the consistency of employee headcounts, appointments, promotions, resignations, and parental leave counts allocated to the manager categories.

Consistency of manager categories allocated to employee headcounts

The introduction of the HOB and KMP/HOB category reduced the number employees of CEOs, KMPs, and Other executives & general managers. CEOs decreased by 20% compared to the 2020 reporting period, KMPs 16%, and Other executives & general managers by 20%. These were the biggest year on year changes since 2014.

The result 2021 CEO and Head of business categories did not appear to correspond to the historical CEO/head of business combined category from 2014 to 2021. There was a strong possibility that users have misinterpreted the intent of this category and had also included employees that should have been categorised under key management personnel/head of business, key management personnel and other executives & general manager. The majority of head of businesses were in reporting standalones, when the category should only reflect the head of businesses in reporting organisations that were part of a corporate group.

The Agency will strengthen the validation rules that govern the head of business and key management personnel/head of business categories for the 2022 reporting period. In terms of interpreting the 2021 results, users should not compare the results for this reporting period with historical data.

Table 7: 2014 – 2021 headcount by manager category

	2014	2015	2016	2017	2018	2019	2020	2021
CEO/ head of business	5,288	5,217	5,201	5,343	5,795	5,962	5,986	-
CEO	-	-	-	-	-	-	-	4,806
Head of business	-	-	-	-	-	-	-	5,873

Key management personnel/head of business	-	-	-	-	-	-	-	3,977
Key management personnel	20,631	22,977	22,428	21,921	22,172	23,087	23,432	19,764
Other executives and general manager	32,291	35,071	33,662	34,003	33,845	36,037	36,695	29,245
Senior manager	88,196	91,323	88,410	88,836	93,994	99,198	103,377	102,231
Other manager	247,396	255,702	251,907	255,095	265,657	276,982	289,109	300,910
Total	**393,802**	**410,290**	**401,608**	**405,198**	**421,463**	**441,266**	**458,599**	**466,806**

Consistency of manager categories allocated to appointments

The total number of managers appointment excluding promotion increased by 28% and the number of appointments including promotions increased by 17%. This was the biggest increase since 2017. It was possible that reporting organisations could have misinterpreted the requirements and reported duplicate entries for each of the manager categories. However, if this were the case, then the promotions, resignations, and parental leave counts would also see similar large increases in managers compared to the previous years. The next sections showed that the level of promotions, resignations, and parental leave counts for managers in 2021 was consistent or even decreased compared to historical levels.

Table 8: 2016 – 2021 appointments headcount by manager category

Description	Manager Category	2016	2017	2018	2019	2020	2021
Total appointments excluding promotions	Managers (excl. CEOs, KMPs and HOBs)						97,253
	CEOs, KMPs and HOB						4,663
	Total managers	**31,504**	**82,550**	**77,449**	**79,120**	**79,475**	**101,916**
Total appointments including promotions	Managers (excl. CEOs, KMPs and HOBs)						149,584
	CEOs, KMPs and HOB						7,811
	Total managers	**78,102**	**134,707**	**129,991**	**139,053**	**134,584**	**157,395**

Consistency of manager categories allocated to promotions

The number of promotions in 2021 for managers remained stable compared to the 2020 reporting period with only 0.7% increase.

Table 9: 2016 – 2021 promotions headcount by manager category

Manager Category	2016	2017	2018	2019	2020	2021
Managers (excl. CEOs, KMPs and HOBs)						52,331
CEOs, KMPs and HOB						3,148
Total managers	**46,598**	**52,157**	**52,474**	**59,933**	**55,109**	**55,479**

Consistency of manager categories allocated to resignations

The number of resignations in 2021 for managers decreased by 27% compared to the 2020 reporting period. Users can interpret the results to be indicative of an overall trend, though it might take a couple more years of data to fully ascertain the veracity of the new appointment categories.

Table 10: 2016 – 2021 resignations headcount by manager category

Manager Category	2016	2017	2018	2019	2020	2021
Managers (excl. CEOs, KMPs and HOBs)						41,429
CEOs, KMPs and HOB						2,565
Total managers	**52,670**	**53,194**	**57,703**	**60,653**	**60,130**	**43,994**

Consistency of manager categories allocated to parental leave taken

The total number of managers who took primary carer's leave increased by 6% compared to 2020. This was less than the increase observed in 2019 and 2017. The total number of managers who took secondary carer's leave decreased by 8%. The number of managers who ceased employment during the parental leave increased by 6%, which was lower than the year-on-year changes observed in 2019 and 2020.

Table 11: 2016 – 2021 parental leave headcount by manager category

Description	Manager Category	2016	2017	2018	2019	2020	2021
Primary carers leave	CEOs, KMPs and HOB						352
	Managers (excl. CEOs, KMPs and HOBs)						14,665
	Total managers	**10,929**	**12,268**	**12,701**	**13,539**	**14,125**	**15,017**

Secondary carers leave	CEOs, KMPs and HOB						231
	Managers (excl. CEOs, KMPs and HOBs)						6,562
	Total managers	**6,121**	**6,330**	**6,605**	**6,519**	**7,407**	**6,793**
Ceased employment during paid parental leave	CEOs, KMPs and HOB						28
	Managers (excl. CEOs, KMPs and HOBs)						922
	Total managers	**986**	**941**	**912**	**1011**	**895**	**950**

Accuracy

New occupational categories, remuneration, and parental leave concepts were introduced in 2021. There was a risk that users would misinterpret what the new concepts intended to capture and submit incorrect information. Offering two workplace data collection templates, the default workplace profile and a payroll aligned template, also created a risk that the type of template used would influence the results, particularly the gender pay gap. The following section examined the accuracy of the introduced concepts and the possible systematic variation caused by the type of workplace profile template used.

Difference in workplace data collection templates

If the type of templates used resulted in systematic variances, then we would observe marked differences in the total remuneration collected from the two templates, particularly for part-time and casual total remunerations.

Table 12 showed that the median absolute deviation was similar for the two templates for most of the employment statuses and manager category, with the exception being in part-time non-managers only. There was no evidence to suggest that the type of template used resulted in systematic variances for all casual and part-time remuneration that were used for the gender pay gap calculations.

Table 12: Median absolute deviation of total remuneration used for gender pay gap calculations, by employment status, manager category, and WPP template type, 2021

Employment status	Manager category	WPP	Payroll-aligned WPP
Full-Time	Manager	$80,579	$72,790
	Non Manager	$41,113	$39,253
Part-Time	Manager	$67,388	$67,510
	Non Manager	$15,899	$27,054
Casual	Non Manager	$21,237	$24,785

New head of business category

The head of business (HOB) category was created to capture the head of businesses in corporate structures, instead of grouping them as part of an aggregate CEO/head of business category in previous years. Organisations that were reporting as standalones and were not part of a corporate structure would not use the HOB category.

The table below showed that 40% of 'head of businesses' were incorrectly classified from reporting standalones. Users had misinterpreted the intent of this category and could have included employees that should have been categorised under Key management personnel/head of business, key management personnel and other executives & general managers.

The Agency will strengthen the validation rules that govern the head of business and key management personnel/head of business categories for the 2022 reporting period.

Table 13: Proportion of head businesses by organisational structure type, 2021

Organisational structure	% of head of businesses
Part of corporate structure	60%
Reporting standalones	40%
Grand Total	**100%**

Reporting organisations that did not make a distinction between primary and secondary carer's leave

In 2021, reporting organisations were able to specify in the questionnaire whether they make a distinction between primary and secondary carers when administering their paid parental leave policies. If a user indicated that they did not make a distinction between primary and secondary carers, then they only had to enter a single number of paid weeks figure. This was presumed to be the applicable number of paid weeks for all employees that take parental leave in their organisation. If a user indicated that they did make a distinction between primary and secondary carers, the questionnaire would prompt for a separate number of paid weeks figure for primary and secondary carers.

On the workforce management statistics, users were instructed that if they did not make a distinction between primary and secondary carer's leave then they would enter all the employees that took parental leave under primary carer's leave. Organisations who did not make a distinction between primary and secondary carer's leave would not have submitted data for secondary carer's leave.

Table 14 showed that of the 416 reporting organisations that stated that they do not make a distinction between primary and secondary carer's leave, 254 (61%) claimed that their staff took secondary carer's leave on the workforce management statistics. We examined the possibility that these reporting organisations could have inadvertently duplicated the headcount from the primary carer's leave but found overwhelmingly this to be not the case. We selected a random sample of five organisations and verified their response against the parental leave policies that had been published on their website. All organisations sampled did indicate that they offer a separate leave for secondary carers.

Table 14: Number of reporting that claimed to not make primary/secondary carer leave distinction and the type of parental leave entered on workforce management statistics, 2021

Type of parental leave entered on workforce management statistics	Number of reporting organisations	%
Reported employees on primary and secondary carer's leave	254	61%
Reported employees on primary carer's leave only	162	39%
Total	**416**	**100%**

The Agency decided not to publish metrics that relate to this question while we further investigate its veracity. On the data explorer and scorecard, the average number of weeks of secondary carer's leave excluded the organisations that incorrectly stated that they did not make a distinction between primary and secondary carer's leave. This produced a result that was more in line with the historical average. Including these organisations in the average would have increased the average number weeks of secondary carer's leave by almost 2 weeks.

Table 15: Average number of weeks for secondary carers leave

Including organisations who incorrectly reported that they do not make a primary/secondary carers leave distinction	Excluding organisations who incorrectly reported that they do not make a primary/secondary carers leave distinction	Historical average (2014-2020)
3.7	1.9	1.6

Fixed remuneration category

Reporting organisations were required to indicate the non pro-rata or 'fixed' amount component of their employees' total remuneration under a 'fixed remuneration' column. 99.5% of the total fixed remuneration submitted were equivalent to the base salary submitted by the organisation. The Agency decided not to publish metrics that relate to fixed remuneration and have discontinued the collection of fixed remuneration for the 2022 reporting period.

Table 16: Proportion of fixed remuneration that was the same as base salary

	Total fixed remuneration	% of total fixed remuneration
Not the same as base salary	$20,336,263,846	0.5%
Same as base salary	$3,852,655,945,653	99.5%
Grand Total	**$3,872,992,209,499**	**100.0%**

Voluntary Data

From 2021, reporting organisations had the option to report non-binary employees, age, and location. The following section examines the baseline features of these new data points.

The introduction of the non-binary gender option

Non-binary employees accounted for 0.06% of the total employees in the 2021 dataset. Most of the non-binary employees (55%) were casuals.

Table 17: Non-binary employees by employment status, 2021

Employment Status	Number of employees	% of non-binary employees
Full-time	857	30%
Part-time	454	16%
Casual	1,586	55%

Around 9% of organisations reported non-binary employees in their workplace profile. Mid to large size organisations (1000+ employees) were more likely to report a non-binary employee in their profile (24%), compared to smaller sized reporting organisations (6%).

Table 18: Proportion of reporting organisations that provided non-binary data by organisation size, 2021

Reporting organisation size	Provided non-binary data	Did not provide non-binary data
Less than 250	4%	96%
250-499	7%	93%
500-999	10%	90%
1000-4999	20%	80%
5000+	43%	57%

The level of non-binary employees in the dataset could be attributed to the following factors:

- Organisations did not have systems and procedures in place to record non-binary employees
- Organisations chose not to submit data for their non-binary employees
- It was possible that in instances where organisations did not have a gender recorded for an employee, these employees were incorrectly reported as non-binary

For the 2021 baseline year, the Agency did not include the data for non-binary employees in the gender pay gap and gender composition analysis. The Agency will monitor the emerging trends in upcoming data collection periods to determine the appropriate analysis to conduct.

Year of birth and postcode

Most reporting organisations provided both year of birth and location data (67%). Overall, almost 80% of reporting organisations had provided year of birth and/or postcode data.

Table 19: Types of voluntary data provided by proportion of reporting organisations, 2021

Voluntary data provided	% of reporting organisations
Provided year of birth and postcode data	67%
Provided year of birth only	6%
Provided postcode only	5%
Did not provide any location or age data	22%

By employee counts, around 70% of employees had a year of birth recorded against them and almost 60% of had a postcode information.

Table 20: Types of voluntary data provided by proportion of employee headcounts, 2021

Voluntary data provided	% of employees
Provided year of birth and postcode data	54%
Provided year of birth only	17%
Provided postcode only	4%
Did not provide any location or age data	26%

99.7% of employee records with a year of birth were between 16 and 75 years of age (inclusive). Almost all postcode information were valid Australian postcodes (only 641 records were invalid postcodes).

The participation rate by industry varied. Information media & telecommunications and financial & insurance services had low participation rates of less than 50%. The provision of postcode information for retail trade was also low (only 31%). The Agency will continue to monitor the participation rate by industries before proceeding with any analyses by industry.

Table 21: Proportion of employees with voluntary data by industry, 2021

	Provided year of birth	Provided postcode
Arts and Recreation Services	90%	82%
Public Administration and Safety	82%	75%
Rental, Hiring and Real Estate Services	79%	73%
Other Services	78%	73%
Mining	88%	62%

Health Care and Social Assistance	77%	71%
Construction	82%	66%
Manufacturing	75%	67%
Wholesale Trade	72%	67%
Professional, Scientific and Technical Services	71%	67%
Electricity, Gas, Water and Waste Services	73%	54%
Administrative and Support Services	66%	61%
Accommodation and Food Services	60%	64%
Agriculture, Forestry and Fishing	64%	60%
Transport, Postal and Warehousing	64%	53%
Education and Training	62%	53%
Retail Trade	81%	31%
Financial and Insurance Services	43%	47%
Information Media and Telecommunications	35%	34%

Conclusion

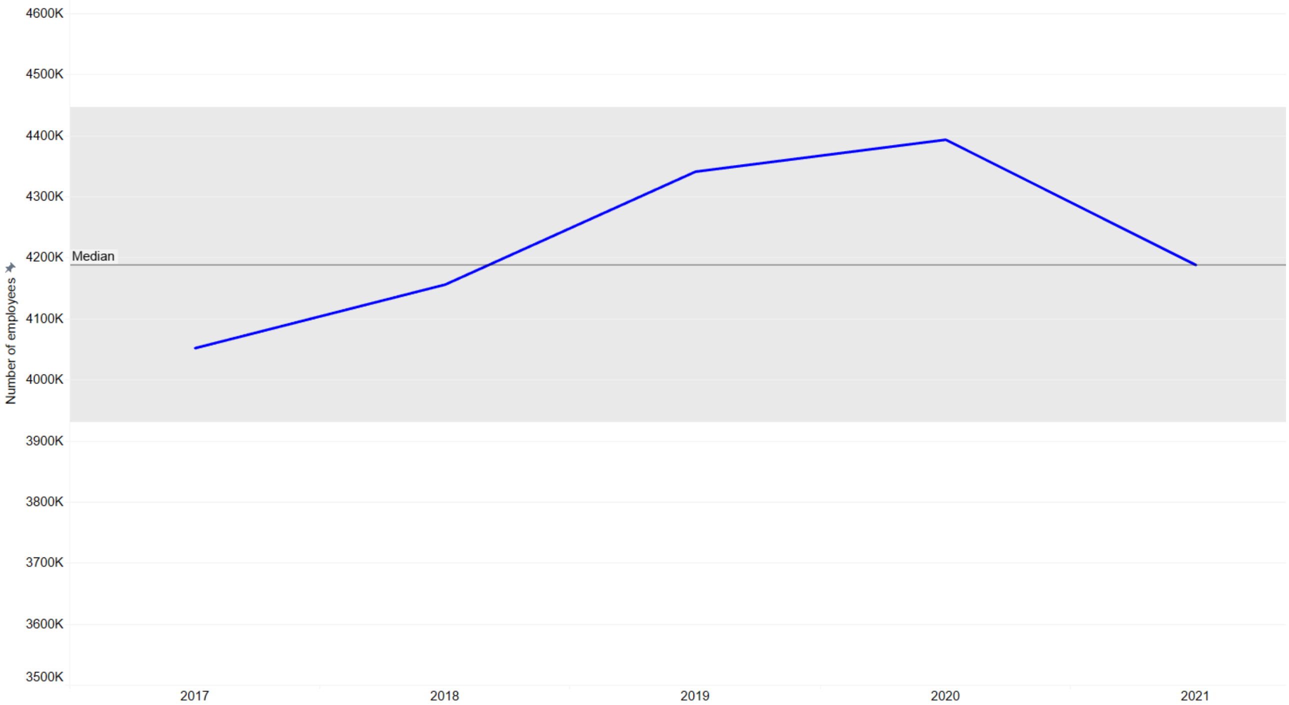
This report highlighted the impact of the changes implemented in the 2021 to the quality of the 2021 dataset. Technical issues resulted in a slight decrease of the timeliness and coverage of the dataset. The changes to data elements, particularly the concept of a 'reporting organisation', affected the coherence and interpretability of the results. Users should be mindful of this change when interpreting metrics based on the counts or proportion of reporting organisations. The change in methodology to collecting and allocating primary industries to reporting organisations affected the time series for certain industries.

Accuracy issues were detected with the new manager categories and parental leave questions. The Agency will strengthen the validation rules for these data items in the 2022 reporting period. Metrics related to the new manager categories and parental leave questions have been aggregated and adjusted to account for the accuracy issues in the Agency's scorecard and data explorer.

Finally, while the response rate for the voluntary data items such as age and location were satisfactory, the Agency has decided to treat these results as baseline figures. We will monitor the emerging trends from these voluntary fields over the next reporting cycles.

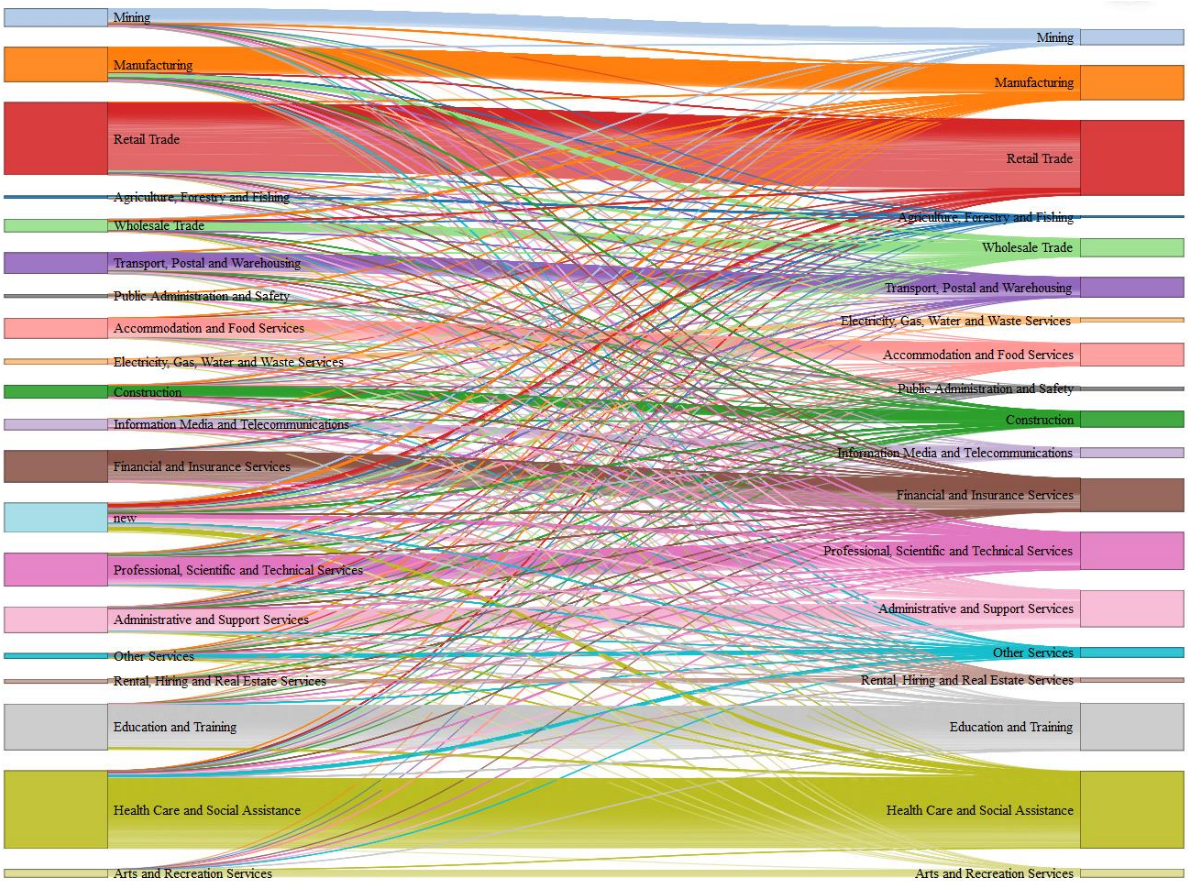
Appendix

Appendix I: 2017-2021 employee headcount trend, with median and 95% confidence interval



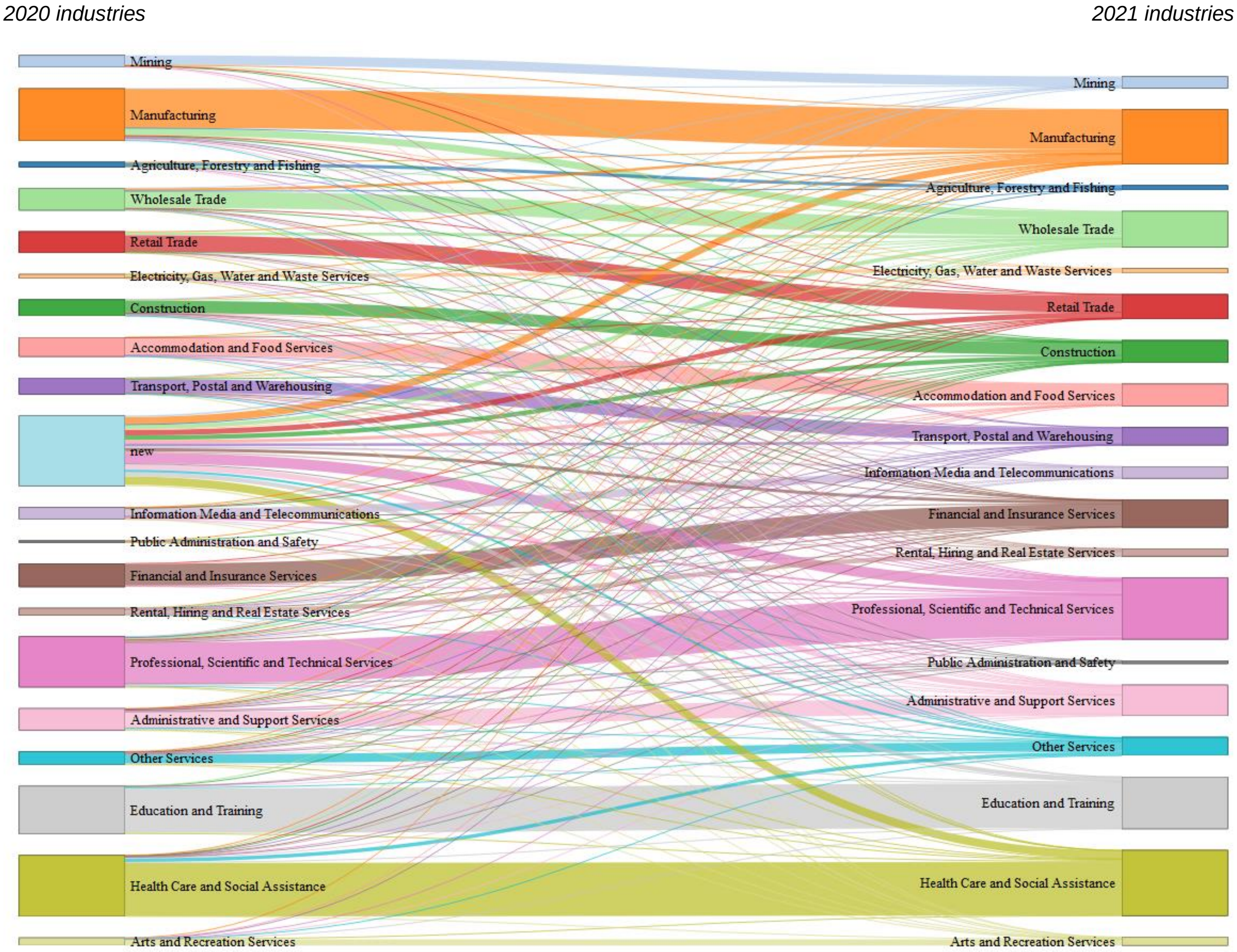
Appendix II: 2020 vs 2021 employee headcount industry allocation

2020 industries *2021 industries*



** 'New' denotes headcounts for reporting organisations that first reported in 2021.*

Appendix III: 2020 vs 2021 reporting organisation primary industry allocation



** 'New' denotes reporting organisations that first reported in 2021.*