



# Health Care and Social Assistance

## Highlights

The gender pay gap in Health Care and Social Assistance has hardly moved in the past six years. This year, the gender pay gap only reduced by 0.2pp - despite consistently having the highest number of women in management.

There were moderate improvements across other gender equality areas. The most significant result was the increase in the amount of employers with a policy and/or strategy supporting employees experiencing family or domestic violence (up 10pp to 10.6%).

## The numbers



Eleventh highest industry gender pay gap (15.9%)



The industry with the highest percentage of women in management (70.2%)



Only 56.7% of employers offer paid primary carer's leave and 46.0% offer secondary carer's leave



75.6% of employers have a flexible working policy and/or strategy

