

What does the Data explorer do?

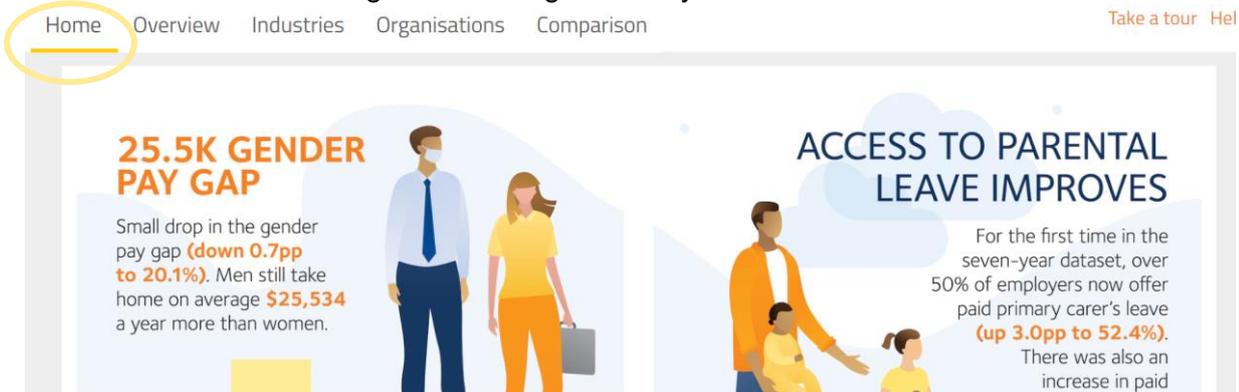
The data explorer displays the WGEA data for every organisation and industry in our data set. It helps employers and employees to compare their gender equality performance against their industry peers. The data covers the representation of women and men across different management and non-management levels as well as governing bodies, employee movements, gender pay gaps across industries and occupations as well as data on the availability of policies and strategies.

The data explorer provides:

- an overview of overall different gender quality performance in Australia, across different industries and occupations and within organisations.
- organisations with the tool to benchmark themselves against their industry, division or class.

Find overall summary of WGEA report 2019-20

The home page shows a summary of the WGEA report data 2019 -20. It will give you a fundamental understanding of our findings for this year's data.

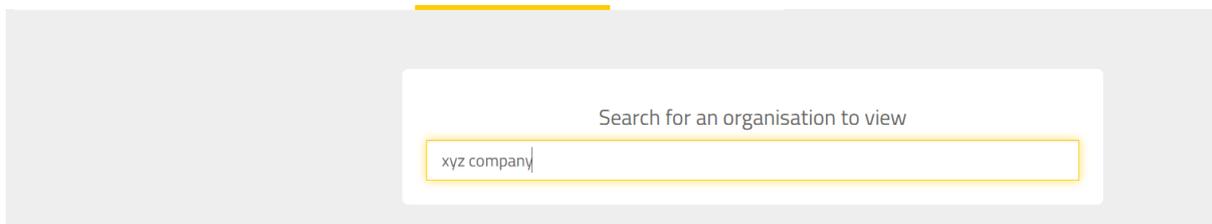


How to find data on individual organisations and benchmark data

There are two ways to search for an individual organisation.

1. Search via the organisations page

Home Overview Industries Organisations Comparison



Search for an organisation to view

2. Search via search function on the top



Once the individual organisation is entered, the data will display.

Search by Industry or Organisation

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Home Overview Industries Organisations Comparison

Summary

Workforce composition

Governing bodies

Employee movements

Employer action on pay equity

Gender equality strategy & consultation

Flexible working

Support for carers & paid parental leave

Sex-based harassment

XYZ Company has 32,252 employees.

2020
There were no other organisations covered in the 2020 report.

2019
There were no other organisations covered in the 2019 report.

2018
There were no other organisations covered in the 2018 report.

2017
There were 3 other organisations also covered in the 2017 report:

2016
There were 3 other organisations also covered in the 2016 report:

2015
There were 3 other organisations also covered in the 2015 report:



57.5% women
42.5% men



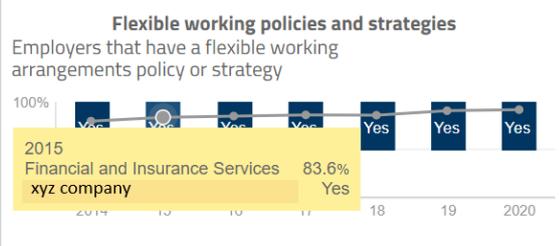
0.0% female CEOs
25.0% female KMPs
55.6% female directors

The Yes or No blocks show whether the organisation has a particular policy and/or strategy. The trend line shows the overall industry comparison. In the example below, the organisation is compared to the average data of the Financial and Insurance Services industry.

Flexible working

Flexible working policies and strategies

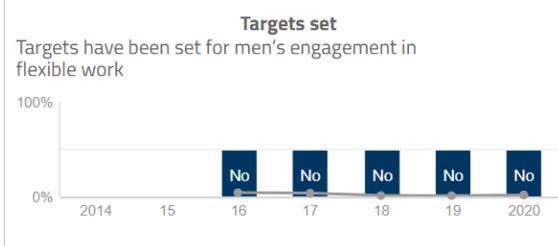
Employers that have a flexible working arrangements policy or strategy



Year	Financial and Insurance Services (%)	xyz company
2015	83.6%	Yes
2016		Yes
2017		Yes
2018		Yes
2019		Yes
2020		Yes

Targets set

Targets have been set for men's engagement in flexible work



Year	Targets set
2016	No
2017	No
2018	No
2019	No
2020	No

For female and male comparison items, it will show the percentage of an organisation and also the industry comparison.

Workplace Gender Equality Agency | www.wgea.gov.au

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Workforce composition

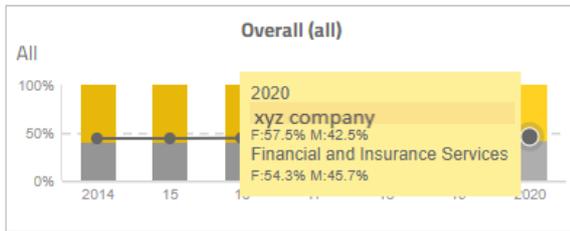
Showing [all](#) [full-time](#) [part-time](#) [casual](#)

LEGEND

xyz company

Female Male

Financial and Insurance Services



How to benchmark against a group or class

Comparison can be chosen using Group Level, Division Level, Sub-division level, Class level, and it can also compare across different industries.

On the bottom left choose the industry comparison.

Industry Comparison

- All industries
- Financial and Insurance Services (division)**
- Finance (subdivision)
- Depository Financial Intermediation (group)
- Banking (class)

How to make comparison between different industries

The comparison page enables you to make a comparison between the two industries.

First, select the industries from the drop down list.

Home Overview Industries Organisations Comparison

Select an industry to compare

All

When you select the first industry, the title of the industry should appear on the top of the search bar.

Select an industry to compare with **Accommodation**

All

Then select the industry that you would like to compare it to. In our case, Air and Space Transport.

Select an industry to compare with **Accommodation**

All

Agriculture, Forestry and Fishing (division)

Agriculture, Forestry and Fishing Support Services (subdivision)

Air and Space Transport (subdivision)

Air and Space Transport (group)

Air and Space Transport (class)

Air Conditioning and Heating Services (class)

After loading, the detailed comparison appears.

[Home](#) [Overview](#) [Industries](#) [Organisations](#) [Comparison](#)

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Comparing **Accommodation** and **Air and Space Transport**

The subdivision Accommodation has 50,311 employees within 105 organisations.
The class Air and Space Transport has 44,094 employees within 18 organisations.

Summary
Workforce composition
Governing bodies
Employee movements
Gender pay gaps
Employer action on pay equity

	Accommodation	Air and Space Transport
	56.9% women 43.1% men	41.6% women 58.4% men
		

Comparison can happen at Group Level, Division Level, Sub-division level, Class level, and it can also compare across different industries.

Overview the workforce composition by ANZSIC classification

The information in the Overview section can be used to compare workforce composition with pay equity by ANZSIC classifications.



To make a comparison, hover over each division on the right-hand side of the page. The data will present the workforce overview of each division.



There is also an Organisation Size section on the right-hand side. By clicking each of the organisation sizes, the data will change according to the organisation size.

Filters

Showing 4943 organisations

Organisation size

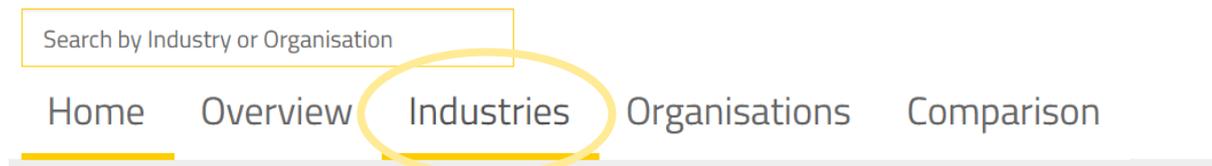
Any size <250 250 - 499 500 - 999 1000 - 4999 5000+

At the very bottom, the slider provides the visualisation change by year.



How to find most comprehensive data in the WGEA data explorer

The Industries section has the most comprehensive information on WGEA data. It contains different filters to show the data according to industries, organisation size, employment status and on gender equality issues and policies.



On the left, the data has been divided into different categories. By clicking through the different categories, a summary of WGEA data should appear. This will show the data for all industries.

Summary
Workforce composition
Governing bodies
Employee movements
Gender pay gaps
Employer action on pay equity
Gender equality strategy & consultation
Flexible working
Support for carers & paid parental leave
Sex-based harassment
Family and domestic violence

All industries

All industries has 4,393,656 employees within 4,943 organisations* of any size.

Data by Industry divisions and Groups and Class

If you would like to check the data for a specific division, hover over to the Divisions Filter and click the division. For example, you want to investigate the data for Accommodation and Food Services. Click Accommodation and Food Services, then under the Division block, click on a specific division for example Food and Beverages and the data for this Group will display.

- Divisions** collapse
- Accommodation and Food Services
 - Administrative and Support Services
 - Agriculture, Forestry and Fishing
 - Arts and Recreation Services
 - Construction
 - Education and Training
 - Electricity, Gas, Water and Waste Services
 - Financial and Insurance Services
 - Health Care and Social Assistance
 - Information Media and Telecommunications
 - Manufacturing
 - Mining
 - Other Services
 - Professional, Scientific and Technical Services
 - Public Administration and Safety

Accommodation and Food Services within All industries

Accommodation and Food Services has 225,540 employees within 259 organisations* of any size.

Under the same filter, you can go into subdivisions.

At the very bottom, click the organisation size filter to see the change in the data. Here, it will also indicate the number of organisations that have reported in this section.

Filter collapse

*Showing 4,943 organisations**

Organisation size

Any	<250	250 - 499	500 - 999
1000 - 4999	5000+		

Useful tips

Here are a few common features that will help guide you through WGEA Data Explorer.

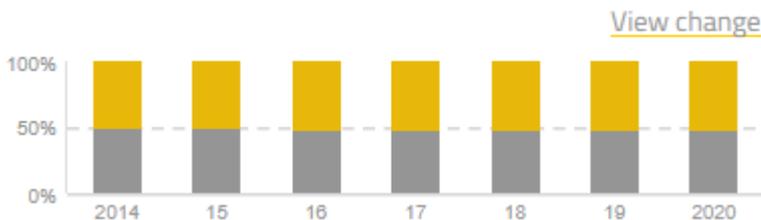
1. Employment Status: all, full-time, part-time and casual.

Employment status usually appears on the left top of the main window. It shows as all, full-time, part-time, and casual. When you hover over and click the specific employment status, the font for the employment status will appear bold and the visualisation will change accordingly.

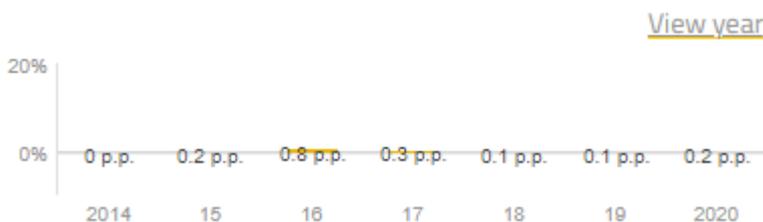
Showing all full-time part-time casual

2. View change

View change is a function in the charts. It is an alternative way to view the data.



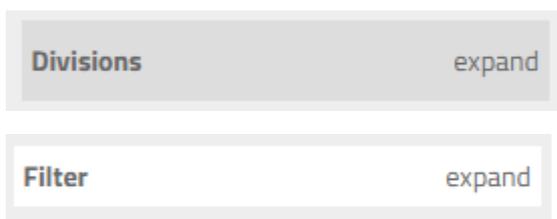
When you click it, it will show you the change in the data point.



3. Expand/Collapse

Expand/collapse filters appear across all the pages. It can be used as a filter for division and organisation size.

For filters, it usually appears as expand / collapse on the right-hand side of the boxes. It will only appear on Divisions and Filter.



For detailed items, it should appear as: Show details expand / Show details collapse

When you click Expand, the long list of items will appear. When you click collapse, the expanded list will collapse.