



Women in the NSW Public Sector



Overall Representation

- Women represented 60% of the NSW public sector workforce in June 2007¹ compared to 44% in NSW generally², and 57% in the Australian Public Service.³
- Women in the sector are most concentrated in the areas of Health (72.5% of all health employees), Social Security and Welfare (77%) and Education (69.5%).⁴
- Women in the sector are most commonly employed in the traditionally female dominated occupations of Professionals (67%)⁵ and Intermediate Clerical Sales and Service Workers (23.6%).^{6,7}

- Women’s public sector representation exceeded the public sectors in the United States of America (57%), many European nations including Belgium (54.1%) and Germany (51.7%), and performed similarly to the European Union average (61%).⁸

Employment Arrangements

- Women are more likely than men to work part-time (24.6% compared to 5.8% of men), to be employed in temporary positions (11.9% compared to 6.9%) and casual positions (24% compared to 16%).⁹
- Of all public sector employees engaged part-time, 87.2% are women. 72% of those employed in temporary and casual positions were also women, as shown in Table 1.¹⁰

Table 1



Table 1 Illustrates the disproportionate representation of women in less than full-time and non-secure employment

Source: EEO Statistical Spreadsheet, Total Public Sector, 2007



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Representation at Senior Levels

- Between 1995 and 2007 the representation of women in the Senior Executive Service doubled from 15.5% to 31%.¹¹ This compares favourably to the private sector where only 12% of women held executive managerial positions in Australia's top 200 ASX companies in 2006.¹²
- In 2007, women represented 28% of senior positions (Grade 12, year 2 and above and equivalent levels, including Senior Executive Service) in the public sector.¹³
- The representation of women in senior positions in other public sectors is highest in South Australia at 35.3%.¹⁴ In the Australian Public Service senior women's representation is 34.8%.¹⁵
- Women employed at Grades 10 to 12 or equivalent act as a feeder group for senior positions. Since 2004 the proportion of women employed at this level has increased from 40% to 44%.¹⁶

Representation at Lower Levels

- In 2007, 62% of staff below Grade 6 or equivalent (salary below \$63,007) were women, with the highest concentrations of women in Grades 6 to 9 (29%) and Grades 3 to 5 (26%) or equivalent (salaries \$49,792–\$63,006 and \$63,007–\$81,478 respectively).¹⁷

Table 2

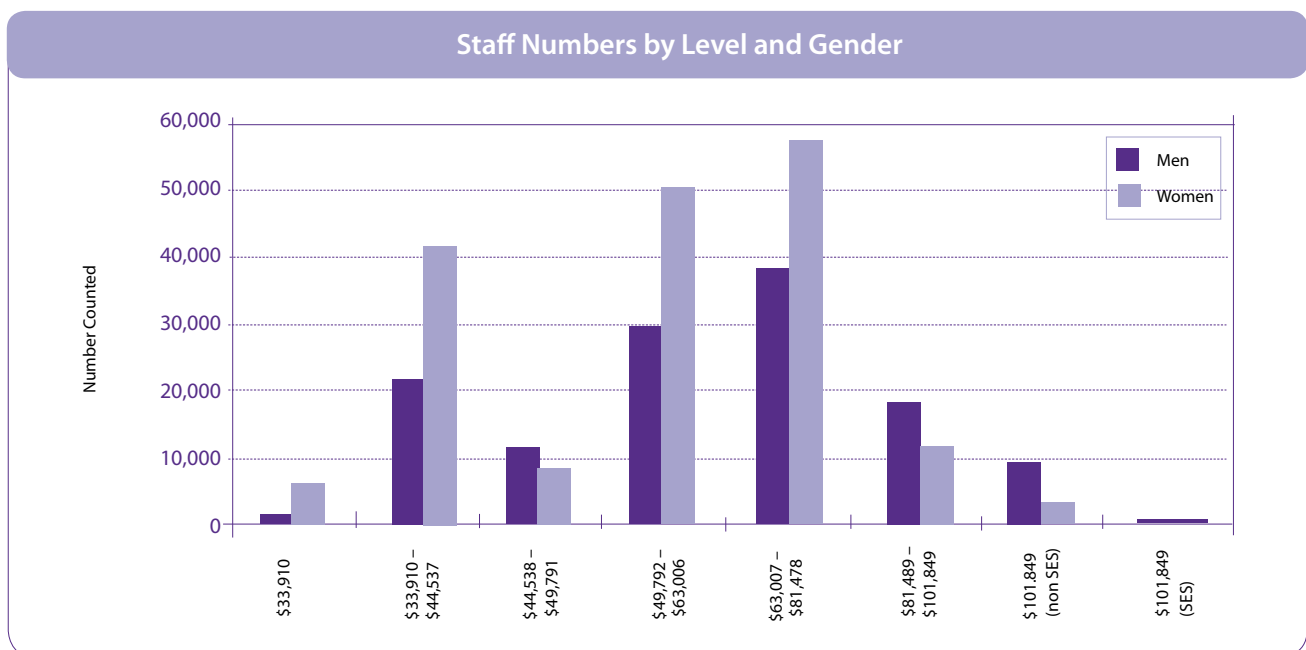


Table 2 shows women's concentration in the lower salary levels compared to senior positions

Source: EEO Statistical Spreadsheet, Total Public Sector, 2007



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Non-Traditional Occupations

- Women represented just 5% of Tradespersons and Related Workers, 9.6% of Intermediate Production and Transport Workers, and 38.7% of Labourers and Related Workers in June 2006.¹⁸
- Women were under-represented in the policy areas of Transport and Communications (19.4%), Fuel and Energy (17.1%), Agriculture, Forestry and Fisheries (32.1%), and Public Order and Safety (34.8%) in June 2006.¹⁹
- Women were under-represented in finance occupations in mid-level grades (Grades 6–9) at 39%.²⁰
- A 2007 survey found that in 1996, 18% of all engineering graduates were women, however, by 2006 women accounted for only 11% of engineers with 7 to 10 years experience. Study respondents reported 46.3% did not have access to paid maternity leave, over half believed taking maternity leave would negatively impact on their career, 77.6% did not have access to employer supported onsite child care and 93.9% did not have access to offsite child care.²¹

Earnings

- The gender pay gap in the NSW public sector for full-time adult²² employees is 18.3%.²³ In the NSW public sector women earn 81.7% of men's average total gross earnings, compared to 81.0% for women working in NSW generally.²⁴

Separation rates

- Overall, turnover rates for women and men in the NSW public sector are similar, at 10% and 9%.²⁵ These rates are lower than for the broader NSW labour market where women's turnover rates are 10.6% and 11.7% nationally.²⁶

Caring responsibilities

- Women in Australia bear disproportionate responsibility for parenting and caring for the young, disabled and frail:
 - » 9 out of 10 primary carers of working age, caring for a frail parent are women
 - » 71% of primary carers and 54.1% of all carers are women
 - » during the peak working years, women shoulder more caring: 60% of all 35–44 year old carers are women, as are 58% of women 45–54 years
 - » there are around 500,000 primary carers, and 2.6 million informal carers nationally.²⁷
- Men and women cite different reasons why, even though they would like to work, or work more hours, they are unable to do so: 44% of women cited caring for children as the main reason they could not start work or work more hours, while 55% of men cited long-term sickness or disability.²⁸
- In September 2006, women comprised 61% of underemployed part-time workers in Australia.^{29 30}



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Developing Women

Table 3 shows the proportion of women participating in the suite of executive and management development courses supported by the Public Sector Workforce Office in the Department of Premier and Cabinet. It also shows the proportion of women who participated in the pilot Fast Track Graduate Program for policy and accounting occupations.

Table 3

NSW Public Sector Development Program	Target Grade	Female Participants in 2007 ³¹	Female Participants in 2008 ³²
Australia and New Zealand School of Government (ANZSOG) Executive Master of Public Administration	Grades 11/12 or equivalent and above	53%	47%
University of Sydney Graduate School of Government Graduate Diploma in Public Administration	Grades 11/12 or equivalent and above	52%	47%
NSW Executive Development Program	Grades 11/12 or equivalent and above	55%	47%
Executive Fellows Program (ANZSOG short course)	2 levels below CEO level	20%	33%
SGE Travelling Fellowship Scholarships	All Grades	67%	100%
Public Sector Management Program	Mid to lower level managers and supervisors	48%	46%
Fast Track Graduate Program	New entrants to the sector	N/A	78%



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1. EEO Statistical Spreadsheet, Total Public Sector, 2007.
2. Australian Bureau of Statistics, 6202.0, Labour Force, June 2007, Table 4
3. Australian Public Service Commissioner: State of the Service Report 2006-2007, p.16
www.apsc.gov.au/stateoftheservice
4. Overview Report for the NSW Public Sector Workforce Profile 2006, Table 4.
5. The Professional occupation group encompasses school teachers, nursing professionals, vocational education teachers, welfare, health and business professionals.
6. The Intermediate Clerical Sales and Service Workers category includes general clerks, clerical workers and carers and aides.
7. Overview Report for the NSW Public Sector Workforce Profile 2006, Table 5.
8. Statistics on Women and Men in the ECE Region, United Nations Economic Commission for Europe, 2004.
9. EEO Statistical Spreadsheet, Total Public Sector, 2007.
10. Ibid.
11. Ibid.
12. Equal Opportunity for Women in the Workplace Agency, 2006 EOWA Australian Census of Women in Leadership, www.eowa.gov.au.
13. EEO Statistical Spreadsheet, Total Public Sector, 2007.
14. The South Australian Public Sector Workforce Information June 2007: Summary Report, pp. 14 and 15.
15. Australian Public Service Commissioner: State of the Service Report 2005–2006, www.apsc.gov.au/stateoftheservice.
16. EEO Statistical Spreadsheet, Total Public Sector, 2007.
17. Ibid.
18. Overview Report for the NSW Public Sector Workforce Profile 2006, p.8.
19. Overview Report for the NSW Public Sector Workforce Profile 2006, p.7.
20. *Making the public sector work better for women*, NSW Department of Premier and Cabinet.
21. Association of Professional Engineers, Scientists and Managers, Australia (APESMA) Preliminary Women in the Professions Survey Report 2007, www.apesma.asn.au.



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22. Adults, for the purpose of earnings data are employees over 21 years of age.
23. NSW Public Sector Workforce Profile.
24. Full-time adult total earnings (rather than ordinary time earnings) is the Australian Bureau of Statistics equivalent to the measure of earnings used in the NSW Public Sector Workforce Profile Collection.
25. EEO Statistical Spreadsheet, Total Public Sector, 2007.
26. Australian Bureau of Statistics, *Labour Mobility*, 6209.0, Australia, February 2006, Table 1.
27. NATSEM, (2006). *The cost of caring in Australia 2002 to 2005: AMP:NATSEM Income and Wealth Report Issue 13, May 2006 'Who Cares?'*
28. Australian Bureau of Statistics, *Barriers and Incentives to Labour Force Participation, Australia, July 2007 – June 2007*, 6239.0.
29. Underemployed means those workers who work less than full-time hours, want more hours of work, and are available to work.
30. Australian Bureau of Statistics, *Underemployed Workers Australia, September 2006*, 6265.0.
31. Program Management Division, Workforce Strategy, Public Sector Workforce Office, Department of Premier and Cabinet.
32. Ibid.

Full version 'Making the public sector work better for women' available on line at:

www.eeo.nsw.gov.au/women