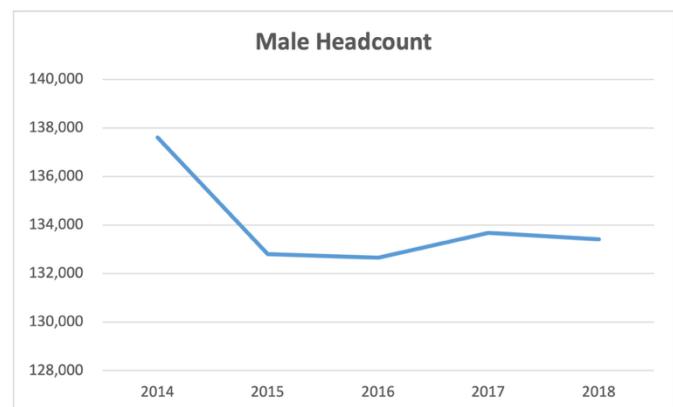
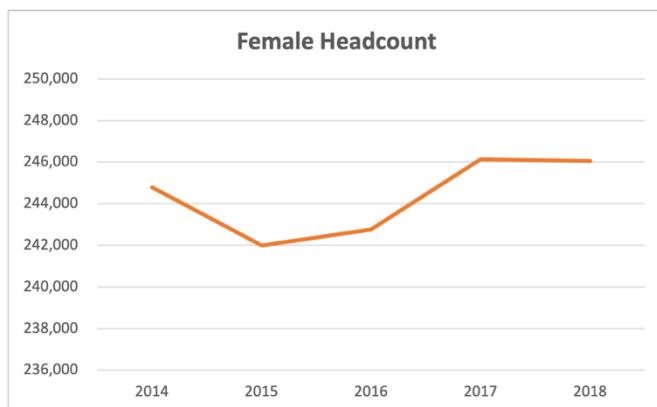
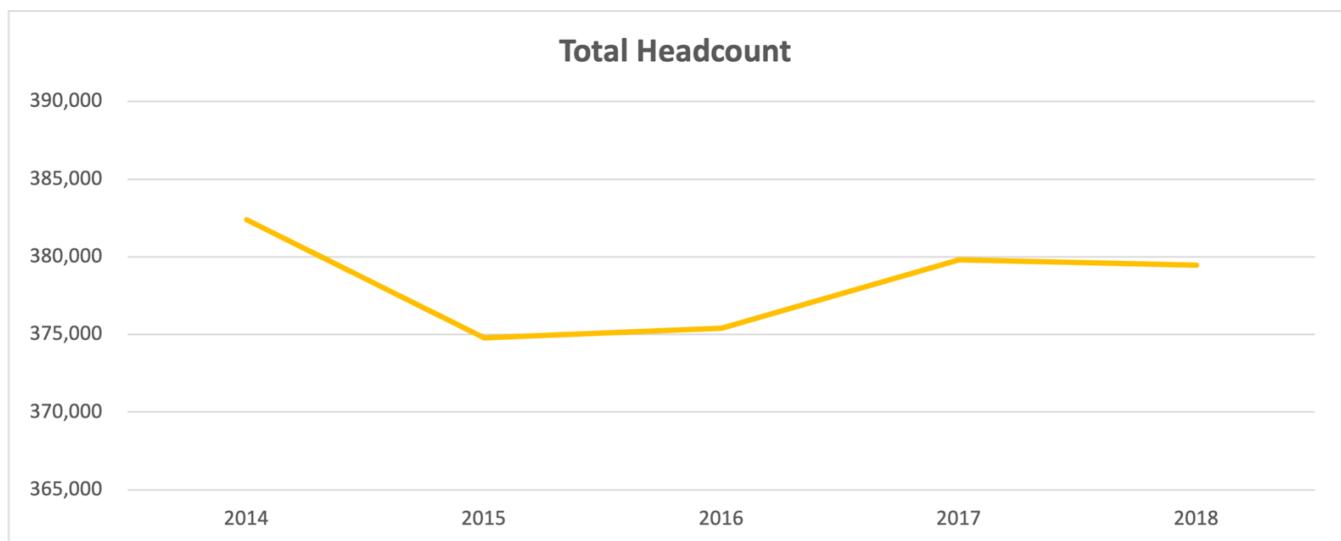


Update for the Workforce Diversity Steering Committee: Equal part-time workforce representation

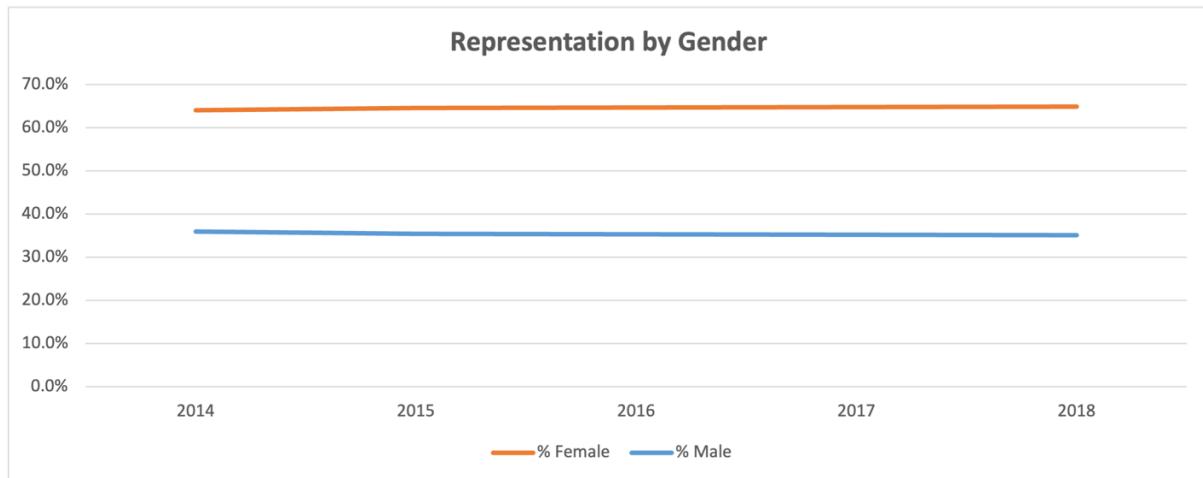
General Workforce Trends

Between 2014 and 2018, the NSW public sector decreased in size. However, this decrease was mainly due to a drop in the number of male employees, as female headcount increased in the sector over the period.

Growth in headcount (2014-2018)		
Female	Male	Total Headcount
0.52%	-3.05%	-0.76%



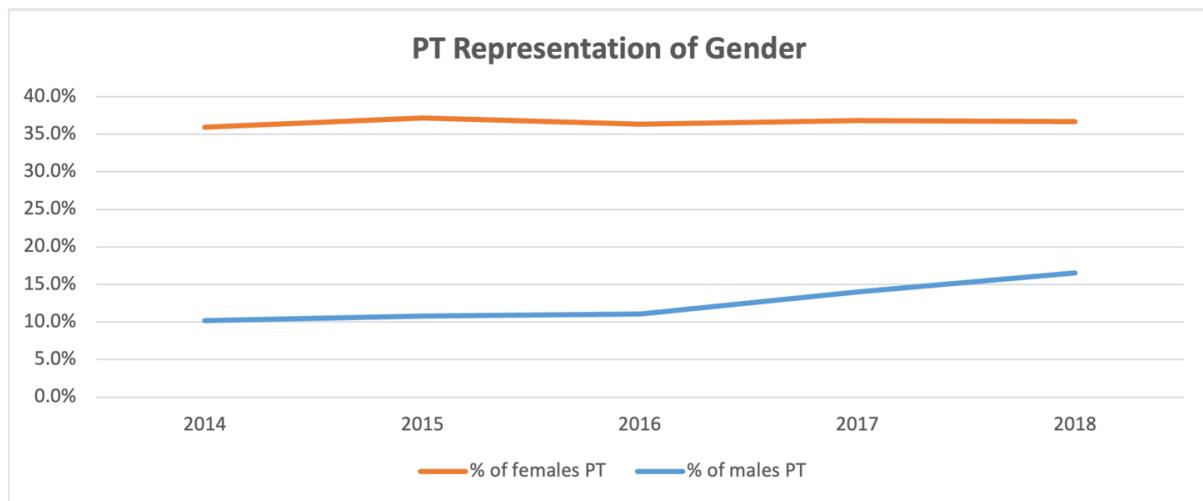
Female employees made up 64.8% of the sector in 2018, an increase from 64% in 2014. While male employee representation dropped from 36% of the sector in 2014 to 35.2% in 2018.



Part-Time Workforce Analysis

Currently:

- From 2014 to 2018, the proportion of employees in the sector who work part-time increased from 26.7% to 29.6%
- For male employees, the figure increased from 10.2% to 16.5%
- For female employees, the figure increased from 35.9% to 36.7%



- Only the Education cluster currently has above 40% part-time employees, with female part-time employees making up 46.8% of all female employees and male part-time employees making up 35.3% of all male employees

Representation of part-time employees by cluster and total sector, change, 2014-2018

	2014	2018	PP change (2014-2018)
Cluster	% of PT employees	% of PT employees	▲ PP
Education	39.74%	44.20%	4.46%
Family & Community Services	33.23%	14.16%	-19.07%
Finance, Services & Innovation	9.69%	24.16%	14.47%
Health	30.80%	33.15%	2.35%
Industry	12.19%	6.66%	-5.53%
Justice	8.85%	10.57%	1.72%
Planning & Environment	13.57%	14.19%	0.62%
Premier & Cabinet	13.86%	12.92%	-0.95%
Transport	9.92%	14.23%	4.31%
Treasury	5.73%	9.74%	4.01%
Total Sector	26.67%	29.58%	2.91%

Gender Breakdown of part-time employees by cluster and total sector, change, 2014-2018

	2014 - female	2018 - female	2014 - male	2018 - male	2014-2018	2014-2018
Cluster	% of PT employees	▲ in PP female PT employees	▲ in PP male PT employees			
Education	45.88%	46.84%	20.13%	35.34%	0.95%	15.21%
Family & Community Services	36.92%	16.92%	21.35%	4.69%	-20.00%	-16.66%
Finance, Services & Innovation	15.39%	27.02%	2.90%	19.97%	11.63%	17.07%
Health	36.21%	37.73%	15.20%	19.92%	1.53%	4.72%
Industry	17.99%	10.86%	5.13%	-152.31%	-7.13%	-3.16%
Justice	20.20%	18.84%	1.54%	5.07%	-1.36%	3.53%
Planning & Environment	25.35%	24.70%	5.16%	5.13%	-0.65%	-0.02%
Premier & Cabinet	18.33%	17.40%	7.72%	6.27%	-0.92%	-1.45%
Transport	25.30%	18.22%	5.25%	12.95%	-7.08%	7.71%
Treasury	7.65%	14.18%	2.38%	2.99%	6.53%	0.61%
Total Sector	35.94%	36.67%	10.17%	16.52%	0.72%	6.35%

If the changes over the past four years are maintained, by 2025:

- The proportion of employees in the sector who work part-time will increase to 34.68%
- For male employees, the figure will increase to 27.62%.
- For female employees, the figure will increase to 37.93%.