



# **Analysis Report on Part-Time Employees**

## **Analysis Report on Part-Time Employees**

---

*Prepared for: Director*

*Author: Yongzhen GUAN*

*Meeting: Workforce Diversity Steering Committee*

*Date: July 2024*

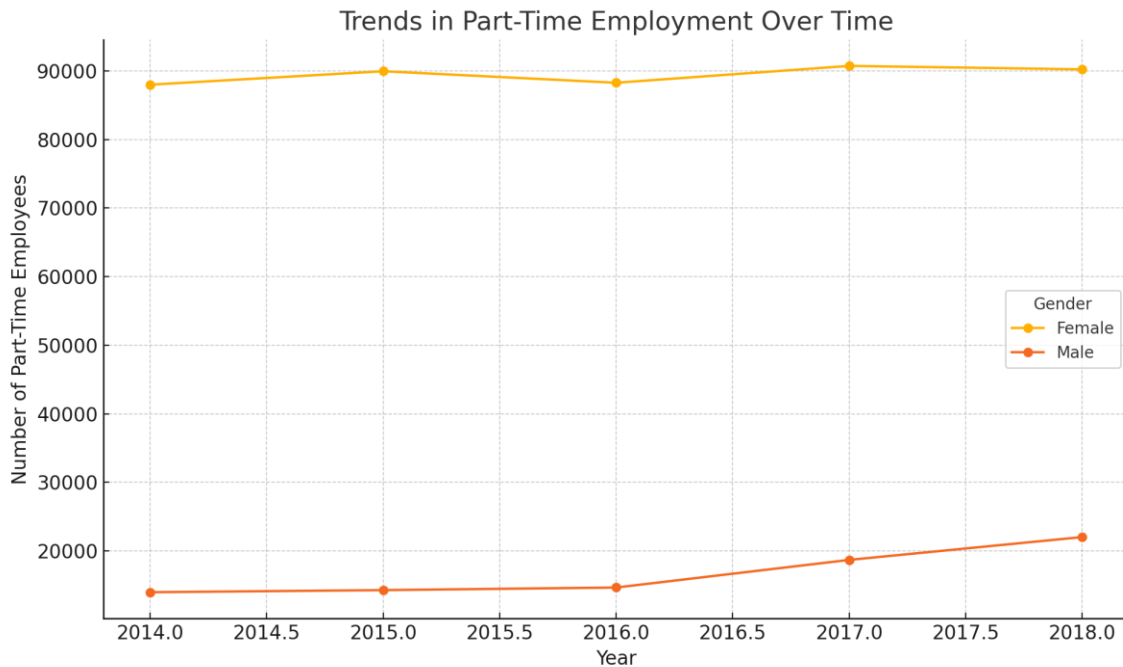
### **Acknowledgement of Country**

The Department of Customer Service acknowledges, respects and values Aboriginal peoples as the Traditional Custodians of the lands on which we live, walk and work. We pay our respects to Elders past, present and future. We recognise and remain committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships, and continuing connection to their lands, waters and seas. We acknowledge their history here on these lands and their rich contribution to our society. We also acknowledge our Aboriginal employees who are an integral part of our diverse workforce, and recognise the knowledge embedded forever in Aboriginal and Torres Strait Islander custodianship of Country and cultures.

## 1. Trends Over Time in Male and Female Employment

---

The trends in part-time employment over time for male and female employees are depicted in the chart below. The data shows fluctuations in the number of part-time employees for both genders, with notable peaks and troughs over the years.



### Key Observations:

Male and female part-time employment numbers have varied significantly over the analyzed period. There are distinct periods of increase and decrease for both genders, indicating shifts in employment patterns.

## 2. Current Representation of Part-Time Employees

---

### Overall Sector Representation

The most recent data available shows the following representation of part-time employees in the sector:

Current Representation of Part-Time Employees by Cluster

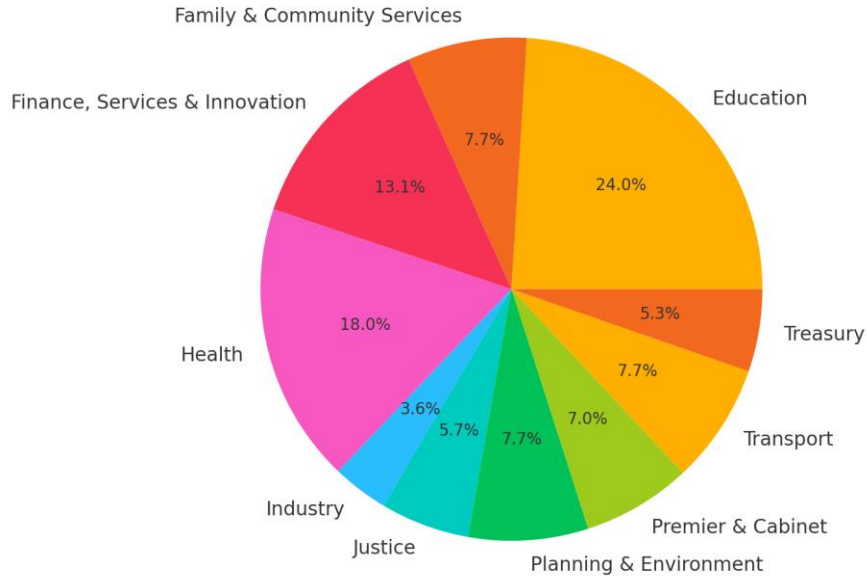


Figure 2: Current Representation of Part-Time Employees by Cluster

Cluster	Part-Time Representation (%)
Education	44.20
Family & Community Services	14.16
Finance, Services & Innovation	24.16
Health	33.15
Industry	6.66
Justice	10.57
Planning & Environment	14.19
Premier & Cabinet	12.92
Transport	14.23
Treasury	9.74

## Gender-Specific Representation

The representation of male and female part-time employees within their respective workforces in each cluster is as follows:

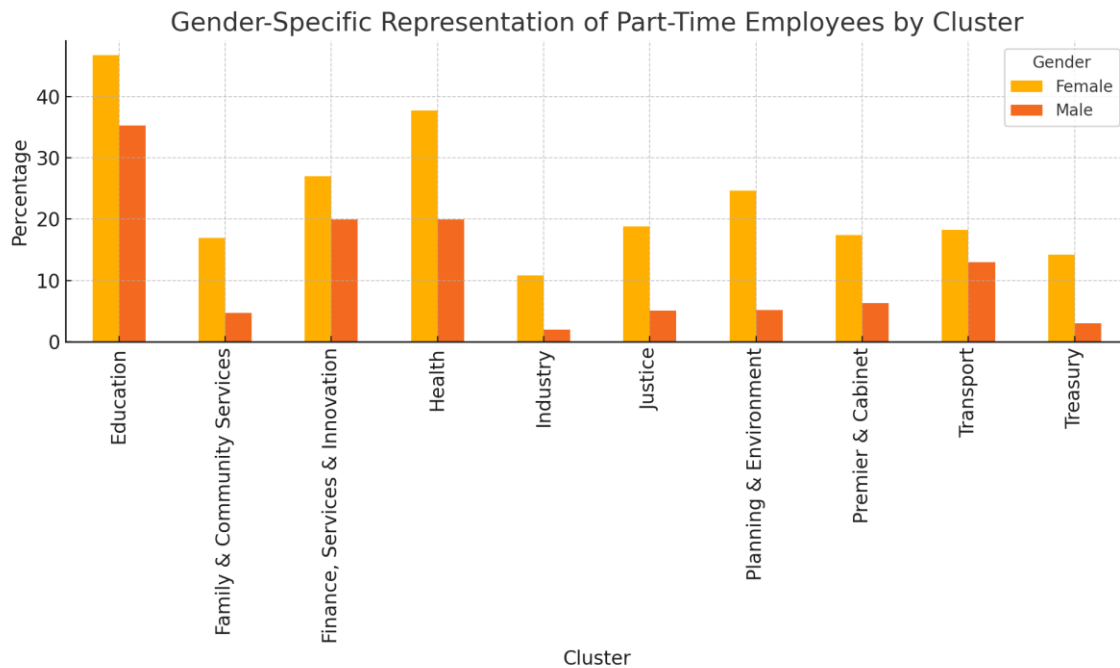


Figure 3: Gender-Specific Representation of Part-Time Employees by Cluster

Cluster	Female Part-Time (%)	Male Part-Time (%)
Education	46.84	35.34
Family & Community Services	16.92	4.69
Finance, Services & Innovation	27.02	19.97
Health	37.73	19.92
Industry	10.86	1.98
Justice	18.84	5.07
Planning & Environment	24.70	5.13
Premier & Cabinet	17.40	6.27
Transport	18.22	12.95
Treasury	14.18	2.99

### 3. Change Over the Last 4 Years

The changes in part-time employment representation over the last 4 years are summarized in the table below:

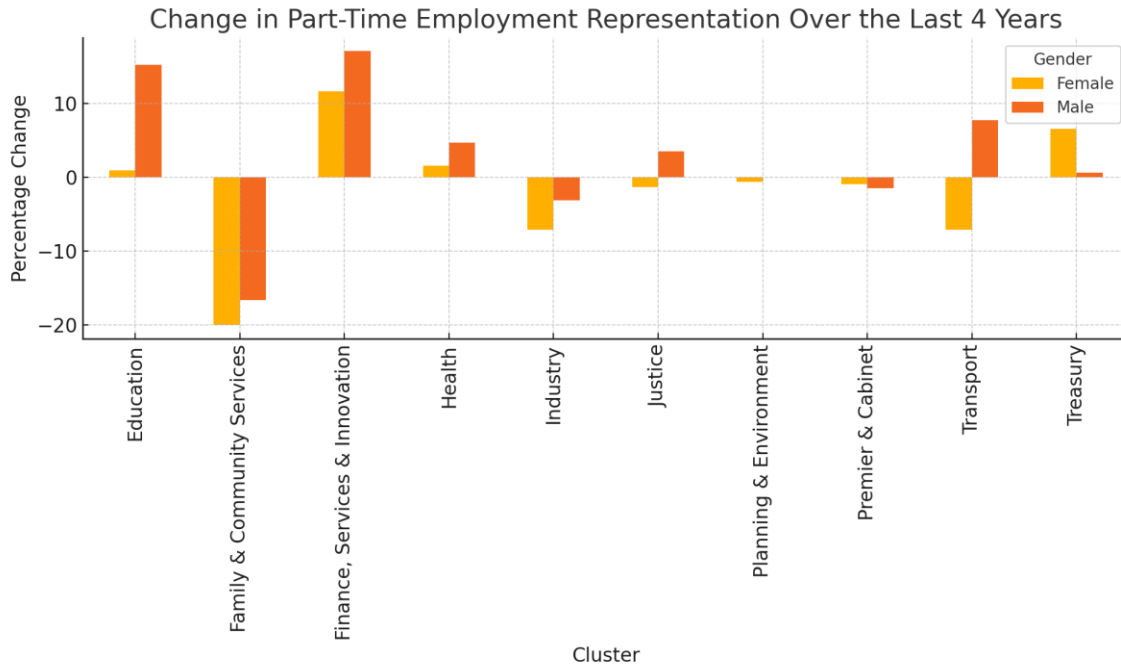


Figure 4: Change in Part-Time Employment Representation Over the Last 4 Years

Cluster	Female Change (%)	Male Change (%)
Education	0.95	15.21
Family & Community Services	-20.00	-16.66
Finance, Services & Innovation	11.63	17.07
Health	1.53	4.72
Industry	-7.13	-3.16
Justice	-1.36	3.53
Planning & Environment	-0.65	-0.02
Premier & Cabinet	-0.92	-1.45
Transport	-7.08	7.71
Treasury	6.53	0.61

**Key Observations:**

Significant increases in part-time representation are seen in Finance, Services & Innovation, particularly for males. Education shows a notable increase in male part-time employment. Family & Community Services shows a significant decrease in part-time representation for both genders.

**4. Projection to 2025**

---

Based on current trends, the projected number of part-time employees by 2025 is:

- **Male Part-Time Employees:** Approximately 35,176
- **Female Part-Time Employees:** Approximately 94,145

**Summary and Recommendations**

---

**Increasing Trends:** There is a clear increasing trend in part-time employment in certain clusters, especially Finance, Services & Innovation and Education.

**Policy Impact:** Consider reviewing policies and programs that could be influencing these trends, particularly in clusters showing significant changes.

**Gender Disparity:** There remains a significant gender disparity in part-time employment, with females generally having higher representation.