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

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| --- | --- | --- |
| Growth in headcount: 2014 - 2018 | | |
| Female | **Male** | **Total Headcount** |
| 0.5% | **-3.1%** | **-0.8%** |

## 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.

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 26.6% to 29.5%
* For male employees, the figure increased from 10.1% to 16.5%
* For female employees the figure increased from 35.6% to 36.6%
* Only the Education cluster currently has above 40% part-time employees, with female part-time employees making up 44.2% 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** | **Change 2014 to 2018** |
| **Cluster** | **% PT employees** | **% PT employees** | **▲ PP** |
| Education | 39.7% | 44.2% | 4.5 |
| Family & Community Services | 33.2% | 14.2% | -19.1 |
| Finance, Services & Innovation | 9.7% | 24.2% | 14.5 |
| Health | 30.8% | 33.1% | 2.3 |
| Industry | 12.2% | 6.7% | -5.5 |
| Justice | 8.8% | 10.6% | 1.7 |
| Planning & Environment | 13.6% | 14.2% | 0.6 |
| Premier & Cabinet | 13.9% | 12.9% | -0.9 |
| Transport | 9.9% | 14.2% | 4.3 |
| Treasury | 5.7% | 9.7% | 4.0 |
| **Total Sector** | **26.7%** | **29.6%** | **2.9** |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2018 - Female** | **2018 - Male** | **2014 to 2018** | **2014 to 2018** |
| **Cluster** | **% PT employees** | **% male PT employees** | **▲ in pp female PT employees** | **▲ in pp male PT employees** |
| Education | 46.8% | 35.3% | 1.0 | 15.2 |
| Family & Community Services | 16.9% | 4.7% | -20.0 | -16.7 |
| Finance, Services & Innovation | 27.0% | 20.0% | 11.6 | 17.1 |
| Health | 37.7% | 19.9% | 1.5 | 4.7 |
| Industry | 10.9% | 2.0% | -7.1 | -3.2 |
| Justice | 18.8% | 5.1% | -1.4 | 3.5 |
| Planning & Environment | 24.7% | 5.1% | -0.7 | 0.0 |
| Premier & Cabinet | 17.4% | 6.3% | -0.9 | -1.4 |
| Transport | 18.2% | 13.0% | -7.1 | 7.7 |
| Treasury | 14.2% | 3.0% | 6.5 | 0.6 |
| **Total Sector** | **36.7%** | **16.5%** | **0.8** | **6.3** |

* 20 out of 92 Agencies have a greater proportion of male employees working part-time than female employees
* If 40% part-time gender representation is used as a benchmark, only 9 agencies have greater than 40% representation of part-time workers, and only two have both male and female representation above 40%

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 34.7%
* For male employees, the figure will increase to 27.6%
* For female employees the figure will increase to 37.9%