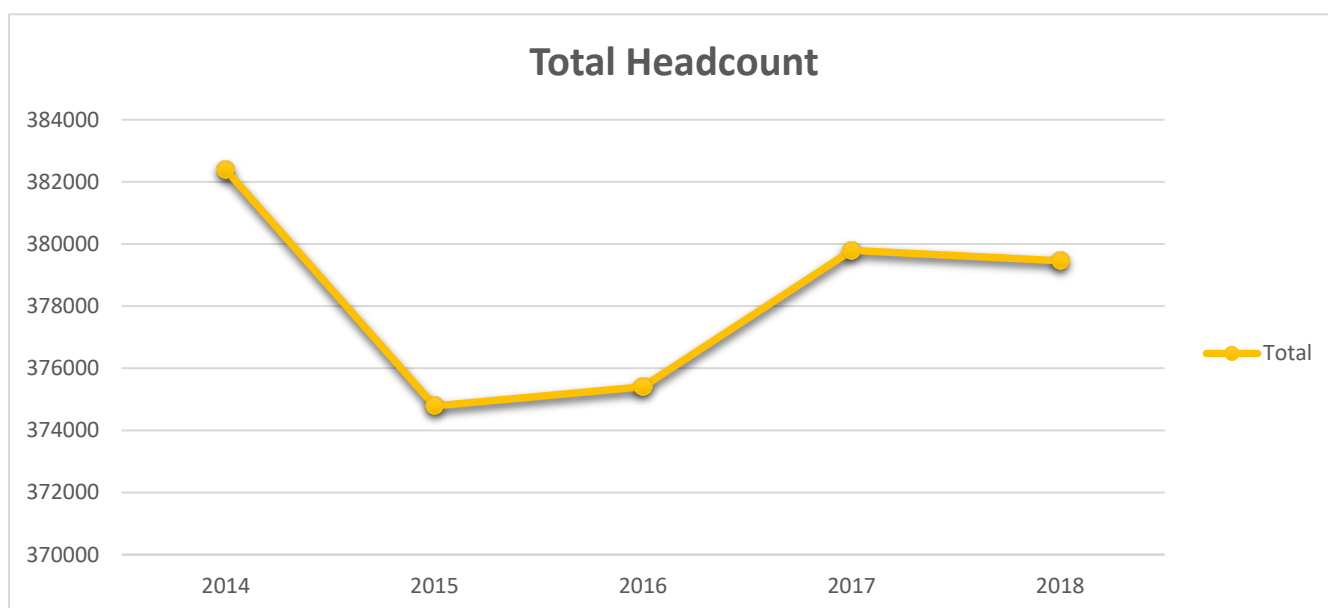


## Update for the Workforce Diversity Steering Committee: Equal part-time workforce representation

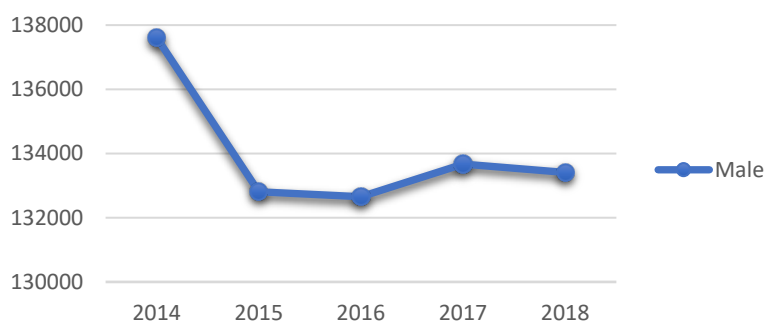
### General workforce trends

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.

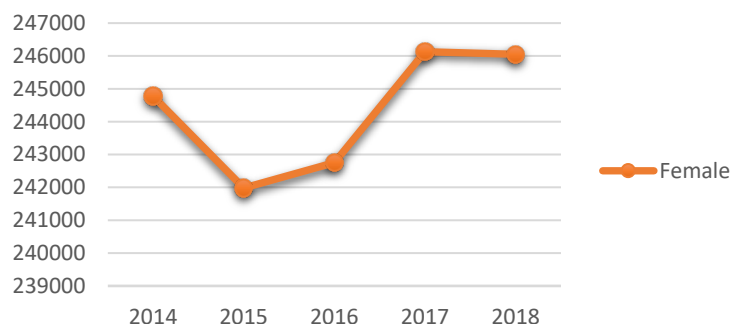
Growth In Headcount: 2014 - 2018		
Male	Female	Total Headcount
-3.1%	0.5%	-0.8%



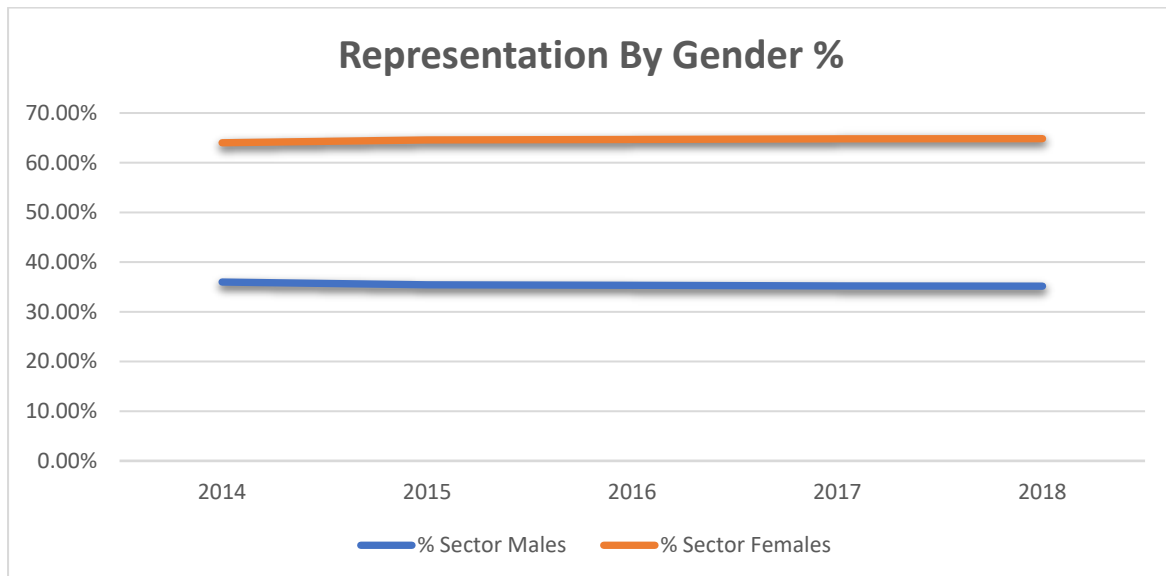
### Male Representation



### Female Representation



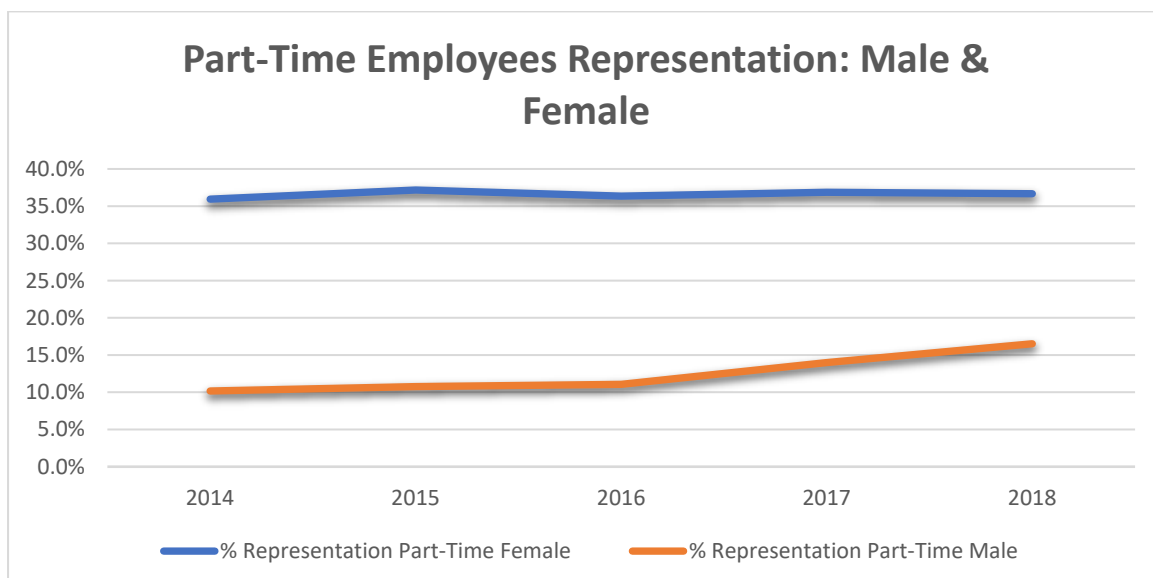
Female employees made up 64.8% of the sector in 2018, an increase from 64% in 2014. While male employee representation dropped from 36% of the sector in 2014, to 35.2% in 2018.



## 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**

<b>Cluster</b>	<b>2014 % Representation in each Cluster</b>	<b>2018 % Representation in each Cluster</b>	<b>Change in pp PT employees</b>
<b>Education</b>	<b>39.7%</b>	<b>44.2%</b>	<b>4.46</b>
<b>Family &amp; Community Services</b>	<b>33.2%</b>	<b>14.2%</b>	<b>-19.07</b>
<b>Finance, Services &amp; Innovation</b>	<b>9.7%</b>	<b>24.2%</b>	<b>14.47</b>
<b>Health</b>	<b>30.8%</b>	<b>33.1%</b>	<b>2.35</b>
<b>Industry</b>	<b>12.2%</b>	<b>6.7%</b>	<b>-5.53</b>
<b>Justice</b>	<b>8.8%</b>	<b>10.6%</b>	<b>1.72</b>
<b>Planning &amp; Environment</b>	<b>13.6%</b>	<b>14.2%</b>	<b>0.62</b>
<b>Premier &amp; Cabinet</b>	<b>13.9%</b>	<b>12.9%</b>	<b>-0.95</b>
<b>Transport</b>	<b>9.9%</b>	<b>14.2%</b>	<b>4.31</b>
<b>Treasury</b>	<b>5.7%</b>	<b>9.7%</b>	<b>4.01</b>
<b>Total</b>	<b>26.7%</b>	<b>29.6%</b>	<b>2.91</b>

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

<b>Cluster</b>	<b>2018 - Female % PT employees</b>	<b>2018 - Male % male PT employees</b>	<b>2014 to 2018 in pp female PT employees</b>	<b>2014 to 2018 in pp male PT employees</b>
<b>Education</b>	<b>46.8%</b>	<b>35.3%</b>	<b>1.0</b>	<b>15.2</b>
<b>Family &amp; Community Services</b>	<b>16.9%</b>	<b>4.7%</b>	<b>-20.0</b>	<b>-16.7</b>

<i><b>Finance, Services &amp; Innovation</b></i>	<b>27.0%</b>	<b>20.0%</b>	<b>11.6</b>	<b>17.1</b>
<i><b>Health</b></i>	<b>37.7%</b>	<b>19.9%</b>	<b>1.5</b>	<b>4.7</b>
<i><b>Industry</b></i>	<b>10.9%</b>	<b>2.0%</b>	<b>-7.1</b>	<b>-3.2</b>
<i><b>Justice</b></i>	<b>18.8%</b>	<b>5.1%</b>	<b>-1.4</b>	<b>3.5</b>
<i><b>Planning &amp; Environment</b></i>	<b>24.7%</b>	<b>5.1%</b>	<b>-0.7</b>	<b>0.0</b>
<i><b>Premier &amp; Cabinet</b></i>	<b>17.4%</b>	<b>6.3%</b>	<b>-0.9</b>	<b>-1.4</b>
<i><b>Transport</b></i>	<b>18.2%</b>	<b>13.0%</b>	<b>-7.1</b>	<b>7.7</b>
<i><b>Treasury</b></i>	<b>14.2%</b>	<b>3.0%</b>	<b>6.5</b>	<b>0.6</b>
<i><b>Total Sector</b></i>	<b>36.7%</b>	<b>16.5%</b>	<b>0.8</b>	<b>6.3</b>

- 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%

