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| REPORT ON PART-TIME EMPLOYMENT AT NSW GOVERNMENT |
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Male and Female Part-Time Employment

Figs 1 and 2 : Part-Time Employee Representation between 2014 and 2018 by Gender

Fig 1. indicates positive trends in the number of male employees considered for part-time positions in New South Wales. Between 2014 and 2016, the number of male part-time employees steadily rose from 13,995 employees to 14,678 employees. Furthermore, it experienced a sharp increase in the involvement of males in part-time jobs between 2016 and 2018, with the number of employees having increased by 87%. Therefore, the figures attest to the increasing participation of male employees in the part-time workforce.

In comparison to the previous line chart, Fig 2. indicates fluctuating trends in part-time female employment in different time periods between 2014 and 2018, despite women making up a significant portion of the part-time workforce. Female employment rose significantly in 2015 to 89,943 employees and decreased to 88,264 the following year. Furthermore, female representation in the workforce increased to 90,721 female employees in 2017 and experienced a steady downfall from the above number to 90,216 employees in 2018. Therefore, the fluctuating trends in the number of part-time female employees leaves some uncertainties over the involvement of women in the part-time workforce.

Part-Time Employment in NSW Government Clusters



Fig.3: Part-Time Employees in NSW Government Clusters

Fig.3 lists the number of part-time employees in their respective government clusters. Of the 530,842 part-time employees that were employed between 2014 and 2018, a significant majority of the employees worked in Education and Health government clusters, with 221,433 employees and 223,653 employees found to have worked in the two major clusters respectively. However, there is little representation of part-time employees in the Treasury sector, in which only 978 employees were found to have been employed. Furthermore, the Premier & Cabinet cluster employed only 1,663 part-time employees between 2014 and 2018, which makes it the second least represented cluster in the NSW government.



Fig.4: Male and Female Part-Time Employees in NSW Government Clusters

The next table, Fig.4, represents the number of female and male part-time employees in NSW Government clusters. Even though there are more female part-time employees than male part-time employees working at NSW government, the numbers from Fig.4 reaffirm the inferences from the previous table, Fig.3, where Education and Health are two of the most significant government clusters, and Treasury and Premier & Cabinet are two of the most under-represented clusters at NSW Government, in terms of the number of part-time employees in a cluster.

Fig.5 : Part-Time Employees in the Industry and Family & Community Services Clusters

Between 2014 and 2018, there were significant lay-offs in a few clusters at NSW government. For instance, the industry cluster observed a steep reduction in the number of part-time employees, from 2073 in 2014 to 813 in 2018, while the family and community services cluster experienced severe personnel shortages, with 5352 employees believed to have lost their part-time jobs.

Fig.6: Part-Time Employees in the Health and Education Clusters

Moreover, there were some clusters at NSW government, which experienced significant surges in the part-time workforce. As shown in Fig.6, They include the education cluster, which experienced a positive trend in the number of part-time employees to indicate an increase from 40,432 in 2014 to 47,939 in 2018, and the health cluster, in which the number of part-time employees surged from 41,877 in 2014 to 48,500 in 2018, despite minor lay-offs in 2016.

Fig.7: Part-Time Employees in the Finance, Services & Innovation, Transport & Justice Clusters

Other clusters that witnessed growths in part-time employment were the Finance, Services & Innovation, Transport & Justice Clusters respectively, in which thousands of part-time employees were hired. On closer inspection of Fig.7, the inferences made from the graph are that the transport and justice clusters had experienced reductions in part-time employees in 2016, before bolstering their part-time personnel in the next 2 years. The exception to the inference is found in the Finance, Services & Innovation cluster, which did not observe any lay-offs, during the time period.

Forecasts of Trends in Part-Time Employment at NSW Government

Fig.8 : 7-Year Forecast of the Part-Time Female Employee Representation

Fig.8 predicts a 7-year forecast of the distribution of female part-time employees until 2025. The inferences from the graph are that, the fluctuations in the distribution of female employees in the part-time workforce will continue, despite a projected increase from 90,216 employees in 2018 to approximately 95256 employees in 2025. Reductions in the distribution of employees are projected to occur in even-numbered years (2020, 2022 and 2024), while increases are projected to occur in odd-numbered years (2019,2021,2023, and 2025).

Fig.9 : 7-Year Forecast of the Part-Time Male Employee Representation

On the contrary, Fig.9 offers a different perspective on the forecasted distribution of Male part-time employees until 2025. Despite a minor reduction in Part-time male employees projected in 2019, the graph reinforces the positive trend described in Fig.2, where the number of part-time Male employees will eventually soar to approximately 36456 employees in 2025. Furthermore, there will be no reductions in the number of part-time male employees projected between 2020 and 2025.