Part-time employees report

# Trends over time in male and female employment

The sector currently employs approximately two times more females than males and the ratio of males has been declining over the last five years as evident in Figure 1.

Figure 1 Male vs female ratio.

Another observation is that after 2014 the number of both females and males dropped and this continued until 2017 when the number of females employed by the sector grew more than 2014, but the number of males has not recovered yet as can be seen in Figure 2.

Figure 2 Headcount difference to 2014 by gender.

# The current representation of part time employees in the sector and in each Cluster

The sector employs 112,250 part-time employees which is 29.58% of the headcount. The highest ratio of part-time to total headcount per cluster is in Education which is 44.20% while the lowest is in the industry at 6.66% as evident in Figure 3. Health and Education combined employ ~85% of the whole part-time headcount as can be seen in Figure 4.

Figure 3 Part-time representation per cluster.

Figure 4 Part-time distribution on clusters

# The current representation of male and female part time employees as a proportion of the respective male and the female workforce in the sector and in each cluster

36.67% of the females and 16.52% of the males employed by the sector are on part-time basis. Education is largest employer of part-time for both males and females followed by Health for females and Family and Community Services for males. The least employer of part-time employees is Treasury for both, males, and females as evident in Figure 5.

Figure 5 Part-time to total headcount ratio by gender

# Change in part-time statistics over the last 4 years

A summary of the trends in the number of male and female employees on part-time basis is in Table 1.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Female | | | Male | | |
| ***Cluster*** | **2014** | **2018** | **Trend** | **2014** | **2018** | **Trend** |
| *Education* | 45.9% | 46.8% | Increasing | 20.1% | 35.3% | Increasing |
| *Family & Community Services* | 36.9% | 16.9% | Decreasing | 21.4% | 4.7% | Decreasing |
| *Finance, Services & Innovation* | 15.4% | 27.0% | Increasing | 2.9% | 20.0% | Increasing |
| *Health* | 36.2% | 37.7% | Increasing | 15.2% | 19.9% | Increasing |
| *Industry* | 18.0% | 10.9% | Decreasing | 5.1% | 2.0% | Decreasing |
| *Justice* | 20.2% | 18.8% | Decreasing | 1.5% | 5.1% | Increasing |
| *Planning & Environment* | 25.4% | 24.7% | Decreasing | 5.2% | 5.1% | Increasing |
| *Premier & Cabinet* | 18.3% | 17.4% | Decreasing | 7.7% | 6.3% | Decreasing |
| *Transport* | 25.3% | 18.2% | Decreasing | 5.2% | 13.0% | Increasing |
| *Treasury* | 7.6% | 14.2% | Increasing | 2.4% | 3.0% | Increasing |

Table 1 Trends in part-time employment per cluster

# Projection of what the representation will be by 2025 if the current trends continue

If the current trend continued:

* the percentage of part-time females will be increase from the current 36.7% to 37.6% in 2025,
* the percentage of part-time males will increase from the current 16.5% to become 26.8%,
* the ratio of part-time to the total employees will increase from 29.6% to 34.2%.

These trends can be seen in Figure 6.

Figure 6 Projections for 2025