

Appendix 2: Public sector workforce demographics

Women and men in the public sector

Representation of women and men 2005-2009					
	2005	2006	2007	2008	2009
Number of employees	125 310	128 052	131 742	154 584	159 033
Number of women	79 861	81 907	85 450	103 723	106 972
Number of men	45 449	46 145	46 292	50 861	52 061
Women as % of all employees	63.7%	64.0%	64.9%	67.1%	67.3%
Estimated women FTEs as % of all estimated FTEs	59.1%	59.3%	60.2%	62.1%	62.2%
Number of youth (<25 yrs)	7 187	7 242	7 777	10 294	10 499
Youth as % of total employees	5.7%	5.7%	5.9%	6.7%	6.6%
Number of mature workers (>45 yrs)	56 927	59 967	62 682	75 511	78 560
Mature workers as % of total employees	45.4%	46.8%	47.6%	48.8%	49.4%

Note: Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTEs.

Employment type - women and men 2005-2009					
	2005	2006	2007	2008	2009
Permanent women	55 517	57 384	59 004	63 232	67 149
Permanent women as % of all women	69.5%	70.1%	69.1%	61.0%	62.8%
Permanent men	35 757	36 654	36 633	37 942	39 206
Permanent men as % of all men	78.7%	79.4%	79.1%	74.6%	75.3%
Part-time women	29 462	30 568	32 193	40 300	42 099
Part-time women as % of permanent and fixed term women	42.3%	42.6%	42.9%	49.2%	49.2%
Part-time men	3 329	3 546	3 805	6 414	6 423
Part-time men as % of permanent and fixed term men	8.1%	8.5%	9.0%	14.5%	14.1%

Women in management in the public sector

Distribution of women 2005-2009					
	2005	2006	2007	2008	2009
Equity index for women	63	56	56	61	60
Women as % salary ranges 7-10	30.9%	29.5%	29.7%	33.7%	32.9%
Women as % salary ranges 9-10	25.4%	22.8%	23.3%	26.5%	26.6%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Women in the senior executive service (SES) 2005-2009					
	2005	2006	2007	2008	2009
People in the SES	364	376	375	375	382
Women in the SES	87	89	85	89	96
Women as % SES	23.9%	23.7%	22.7%	23.7%	25.1%

Women in the management tiers 2005-2009					
	2005	2006	2007	2008	2009
Total in Tier 1	117	121	121	119	122
Women in Tier 1	27	24	30	28	28
Women as % Tier 1	23.1%	19.8%	24.8%	23.5%	23.0%
Total in Tier 2	535	583	565	616	643
Women in Tier 2	156	174	177	209	218
Women as % Tier 2	29.2%	29.8%	31.3%	33.9%	33.9%
Total in Tier 3	1 534	1 566	1 647	1 706	1 720
Women in Tier 3	501	513	539	574	575
Women as % Tier 3	32.7%	32.8%	32.7%	33.6%	33.4%

Note: The number of chief executive officers may not match the number of agencies where one chief executive officer is managing two organisations.

Indigenous Australians in the public sector

Representation of Indigenous Australians 2005-2009					
	2005	2006	2007	2008	2009
Employees surveyed	100 957	106 080	99 465	75 873	78 353
Employees surveyed as % total	80.6%	82.8%	75.5%	49.1%	49.3%
Indigenous Australians	2 535	2 616	2 277	2 507	1 776
Indigenous Australians as % employees surveyed	2.5%	2.5%	2.3%	3.3%	2.3%
Permanent employees as % total	72.8%	73.4%	72.6%	65.4%	66.9%
Permanent Indigenous Australians as % all Indigenous Australians	65.3%	67.2%	67.5%	67.3%	69.4%

Note: a) The data on Indigenous Australians relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of Indigenous Australians 2005-2009					
	2005	2006	2007	2008	2009
Equity index for Indigenous Australians	35	36	38	39	63
No. Indigenous Australians in salary ranges 7-10	83	72	79	114	93
% All employees salary ranges 7-10	9.6%	8.8%	9.1%	10.1%	9.1%
% Indigenous Australians in salary 7-10	3.6%	3.0%	3.7%	4.5%	5.2%
No. Indigenous Australians in salary ranges 9-10	23	22	18	13	10
% All employees salary ranges 9-10	2.4%	2.5%	2.7%	3.3%	3.2%
% Indigenous Australians in salary ranges 9-10	1.0%	0.9%	0.8%	0.5%	0.6%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Indigenous Australians in the senior executive service (SES) 2005-2009					
	2005	2006	2007	2008	2009
Indigenous Australians in the SES	9	8	6	N/A	4
Indigenous Australians as % SES	2.5%	2.1%	1.5%	N/A	1.0%

People from culturally diverse backgrounds in the public sector

Representation of people - culturally diverse backgrounds 2005-2009					
	2005	2006	2007	2008	2009
Employees surveyed	101 227	106 836	99 215	75 298	78 712
Employees surveyed as % total	80.8%	83.4%	75.3%	48.7%	49.5%
People culturally diverse backgrounds	8 095	8 628	7 832	9 318	10 113
People from culturally diverse backgrounds as % employees surveyed	8.0%	8.1%	7.9%	12.4%	12.8%
Permanent employees as % total	72.8%	73.4%	72.6%	65.4%	66.9%
Permanent people from culturally diverse backgrounds as % all people from culturally diverse backgrounds	73.9%	75.2%	74.9%	71.3%	73.5%

Note: The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of people from culturally diverse backgrounds 2005-2009					
	2005	2006	2007	2008	2009
Equity index for people from culturally diverse backgrounds	105	133	155	138	155
Number of people from culturally diverse backgrounds in salary ranges 7-10	785	910	1 003	1 389	1 481
% All employees salary ranges 7-10	9.6%	8.8%	9.1%	10.1%	9.1%
% People from culturally diverse backgrounds in salary 7-10	11.0%	12.1%	14.3%	14.9%	14.6%
Number of people from culturally diverse backgrounds in salary ranges 9-10	224	228	294	470	499
% All employees salary ranges 9-10	2.4%	2.5%	2.7%	3.3%	3.2%
% People from culturally diverse backgrounds in salary ranges 9-10	3.1%	3.0%	4.2%	5.0%	4.9%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

People from culturally diverse backgrounds in the senior executive service (SES) 2005-2009					
	2005	2006	2007	2008	2009
People from culturally diverse backgrounds in the SES	14	13	16	N/A	26
People from culturally diverse backgrounds as % of SES	3.8%	3.5%	4.1%	N/A	6.8%

People with disabilities in the public sector

Representation of people with disabilities 2005-2009					
	2005	2006	2007	2008	2009
Employees surveyed	100 954	105 889	99 460	73 765	75 142
Employees surveyed as % total	80.6%	82.7%	75.5%	47.7%	47.2%
People with disabilities	1 709	1 604	1 504	3 071	2 077
People with disabilities as % employees surveyed	1.7%	1.5%	1.5%	4.2%	2.8%
Permanent employees as % total	72.8%	73.4%	72.6%	65.4%	66.9%
Permanent people with disabilities as % all people with disabilities	75.0%	76.6%	79.9%	81.6%	77.1%

Note: The data on people with disabilities relies on self-nomination.

It is therefore possible that these results may underestimate the true number.

Data has been updated for 2006 based on corrections provided by the Department of Education and Training.

Distribution of people with disabilities 2005-2009					
	2005	2006	2007	2008	2009
Equity index for people with disabilities	79	93	102	119	132
Number of people with disabilities in salary ranges 7-10	115	124	137	400	278
% All employees salary ranges 7-10	9.6%	8.8%	9.1%	10.1%	9.1%
% People with disabilities in salary ranges 7-10	7.8%	8.9%	9.9%	13.1%	13.4%
No. People with disabilities in salary ranges 9-10	25	28	30	64	70
% All employees salary ranges 9-10	2.4%	2.5%	2.7%	3.3%	3.2%
% People with disabilities in salary ranges 9-10	1.7%	2.0%	2.2%	2.1%	3.4%

The equity index is a measure of compression at the lower salary ranges of the sector.

An index of 100 indicates no compression.

People with disabilities in the senior executive service (SES) 2005-2009					
	2005	2006	2007	2008	2009
People with disabilities in the SES	3	2	3	N/A	7
People with disabilities as % SES	0.8%	0.5%	0.8%	N/A	1.8%