

PROGRESSING DIVERSITY: WOMEN

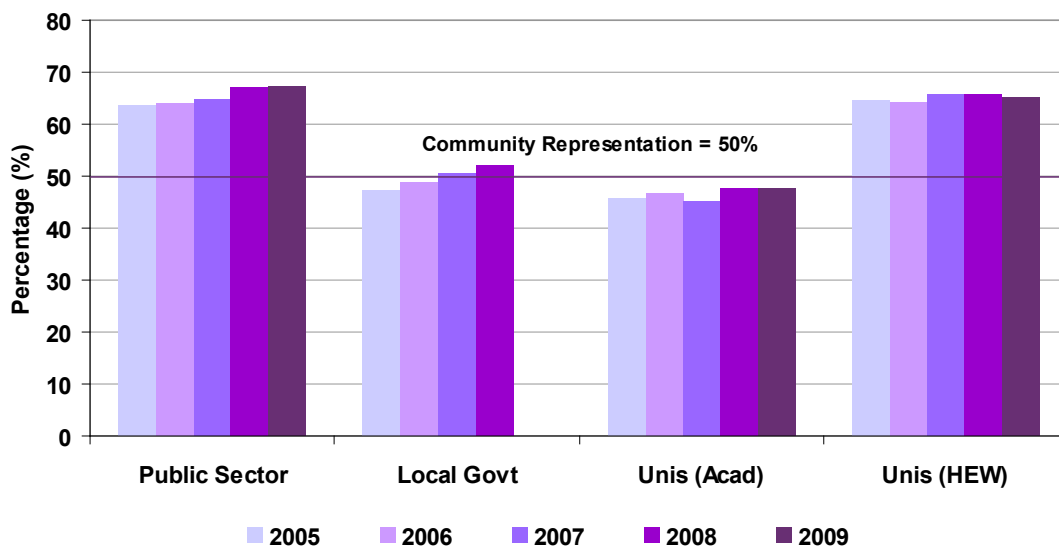
Representation

Representation refers to the percentage representation of women as a diversity group in the workforce. In 2009, women represented 67.3% of employees in the Western Australian public sector, remaining relatively unchanged in comparison to the previous year (67.1%).

In public universities, the number of general staff who were women remained steady in 2009 (65.3%). The representation of female academics also remained steady in 2009 (47.6%).

The overall representation of women in local government (indoor and outdoor workers combined) increased from 50.6% in 2007 to 52% in 2008.

Representation of women in public authorities: 2004-2009



Distribution

The equity index measures the distribution of women across all levels of employment and compares it to the distribution of all staff. The optimal equity index is 100, which would indicate an equitable distribution of women.

The equity index for women in the public sector has remained relatively unchanged at 60 in 2009.

For the public university sector, the equity index for female academics remained relatively unchanged at 68 in 2009. The equity index for female general staff remained unchanged at 80 in 2009.

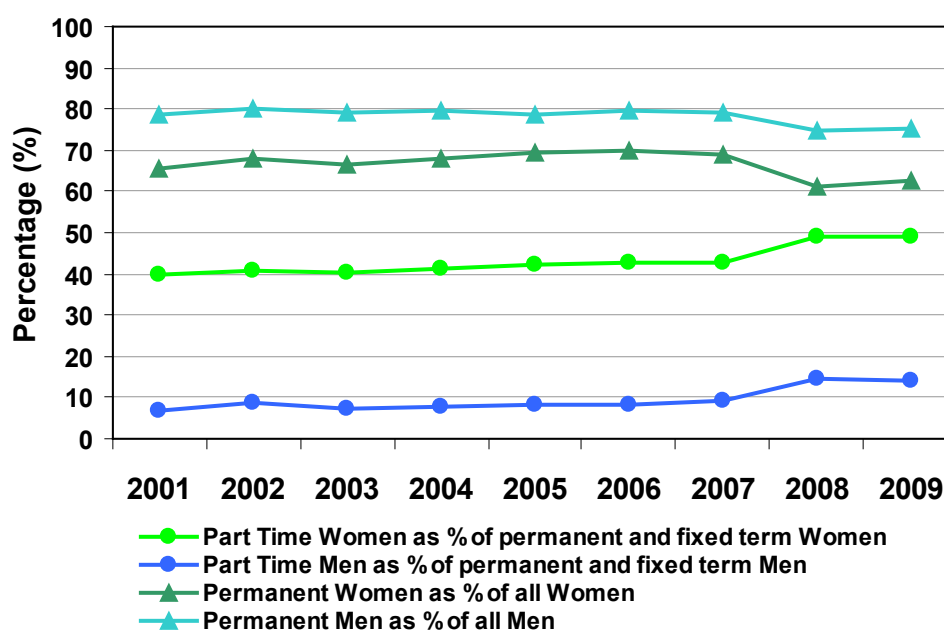
The equity index for female local government outdoor workers staff has increased slightly from 101 in 2007 to 104 in 2008. The equity index for female local government indoor workers also increased, from 69 in 2007 to 76 in 2008.

Employment status

Employment statistics show that in 2009, women represent 62.2% of all full-time equivalents (FTEs) in the public sector, 63.2% of university general staff and 60.9% local government indoor workers. Women university academics only represent 44.7% of all FTEs and women local government outdoor workers represent only 12.3% of all FTEs.

Employment statistics also show that women are less likely to be permanent than men in all government sectors. For the public sector in 2009, permanency rates for women are 62.8%, compared to 75.3% for men. Women are also more likely to be part-time, with 49.2% of permanent and fixed-term women in the public sector in 2009 being part-time, compared to 14.1% of men. Other government sectors show similar differences (see Appendices 3 and 4).

Part-time and permanent women compared to men



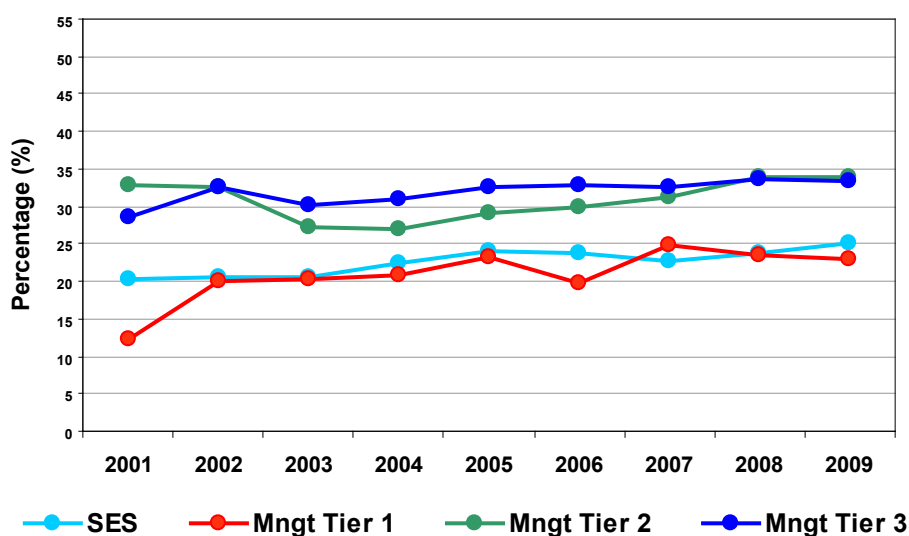
Women in public sector management

The under-representation of women at senior levels is evident in the ranks of the public sector senior executive service (SES) where women account for only 25.1% of all positions in 2009. In addition, women only hold 23% of management Tier 1 (chief executive officer) positions (remaining relatively unchanged from 23.5% in 2008). The number of women in Tier 1 management positions remained steady at 28 positions in 2009. The representation of women is lower in the executive ranks of the Western Australian public sector than in the public sectors of the Commonwealth and most other Australian states (refer to the section 'Data comparison - Women in public sector management: Other jurisdictions' in this report).

In 2009, the number of women in Tier 2 management positions increased from 209 in 2008 to 218 in 2009 (33.9%). The number of women in Tier 3 management positions remained relatively unchanged from 574 in 2008 to 575 in 2009 (33.4%).

Overall, the representation of women in management Tiers 2 and 3 combined remained relatively unchanged in 2009. Women are still significantly under-represented in management tiers when compared to their overall representation in public employment.

Public sector - women in management tiers and senior executive service



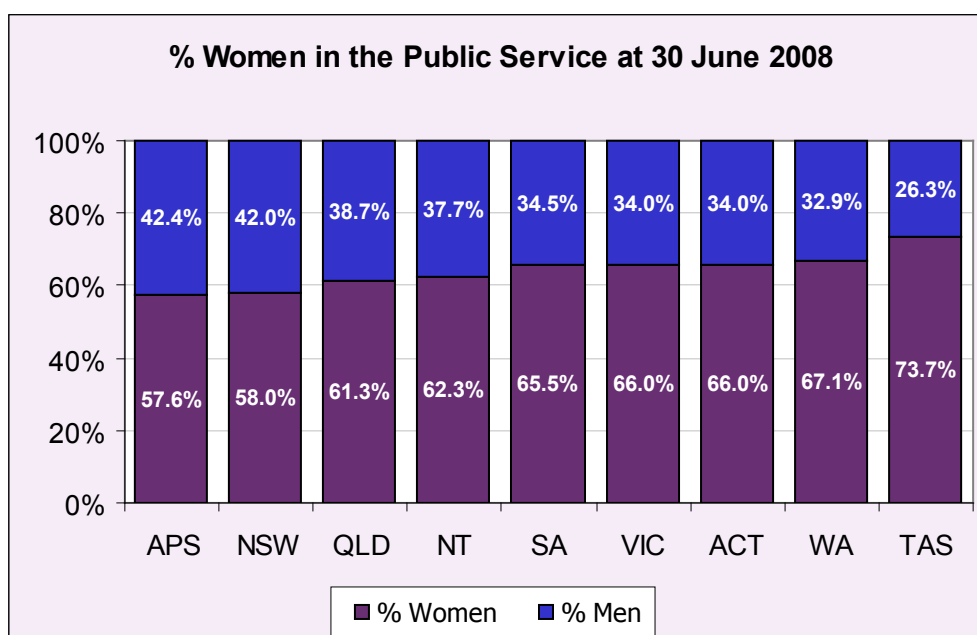
Data comparison

Women in public sector management: Other jurisdictions

The Office of Equal Employment Opportunity (OEEO) is committed to improving the representation of women across the Western Australian public sector, particularly in senior management positions, and monitors comparative data on an annual basis through the Director of Equal Opportunity in Public Employment Annual Report.

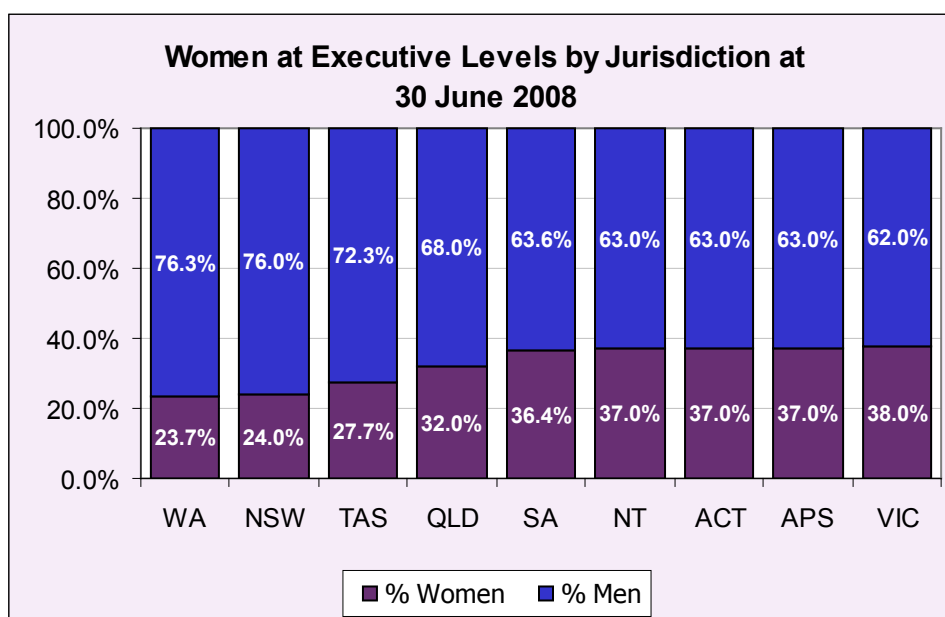
The figure below shows the percentage of each state and territory's public sector that comprises females. Jurisdictions are ranked in order from lowest to highest at the time of the most recently available published data (30 June 2008), including the Commonwealth Australian Public Service (APS). It should be noted that owing to differing definitions of senior positions across jurisdictions, these numbers may not be directly comparable and are intended to be indicative only.

In every jurisdiction, women accounted for more than half of the public sector workforce during 2007-08, with the figure ranging from 57.6% to 73.7%. At 67.1%, Western Australia sits at the higher range of this scale, with women comprising two thirds of the public sector workforce.



Though women comprise such a large proportion of the public service in each jurisdiction, women are still significantly under-represented in executive level roles.

A breakdown of women in executive level roles by jurisdiction is presented in the chart on page 39.



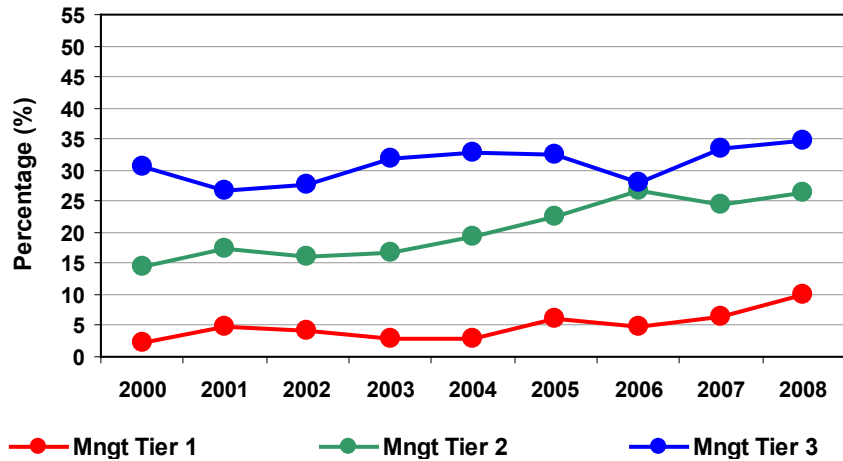
Jurisdiction	Definition of Executive
ACT	Job classification category 'Senior Executive Service' (SES)
APS	Classification group 'Senior Executive Service' (SES)
NSW	Employment classification 'Contract - Executive'
NT	Women in Executive Management
SA	Women in Executive Levels
VIC	Victorian Public Sector (VPS) Executives
TAS	State Service Officers (includes Heads of Agencies, Prescribed Office Holders, Senior Executives and Equivalent Specialists)
WA	Senior Executive Service as defined in Public Sector Management Act 1994
QLD	Senior Executive Service as defined in the Public Service Act 1996

In no jurisdiction is the representation of women in executive level positions equal to community representation (50%). Overall representation for the sector ranges between 23.7% and 38% of all executive positions. With 23.7% women in the senior executive service, Western Australia falls at the lowest end of this range.

Women in local government management

Women in local government remain under-represented at all levels of management, however, there has been some recruitment of women into Tier 1 positions in 2008 (increased from 9 in 2007 to 14 in 2008). The low representation of women (9.9%) at Tier 1 (chief executive officer) is a continuing concern. Representation of women indoor workers at Tier 2 (corporate executive level) has increased to 26.5% in 2008, compared to 24.6% the previous year. However this is also low relative to other sectors. Women indoor workers in management Tier 2 and 3 are at lower levels compared to the public sector.

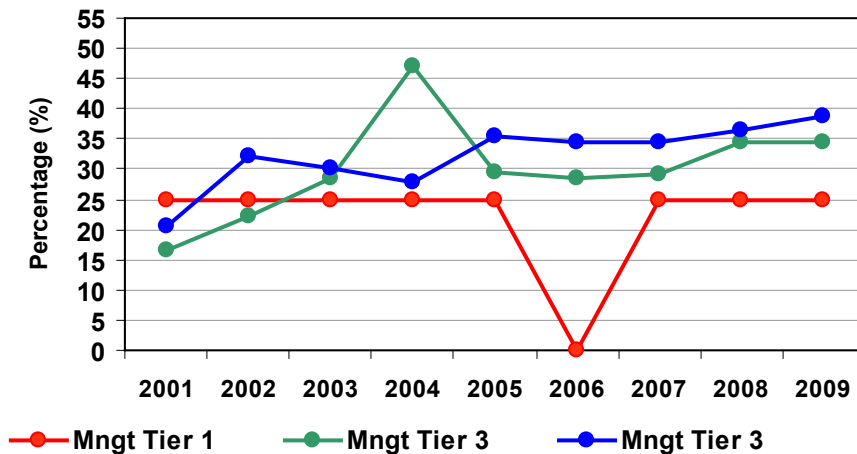
Local government - women in management



Women in university management

The overall representation of women in all management tiers (academics and general staff combined) in the four Western Australian public universities has increased in 2009, compared to the previous year. There is one woman occupying a Tier 1 position, Tier 2 has remained unchanged at 34.6%, and Tier 3 has increased from 36.3% to 38.7%.

Public universities - women in management



Distribution across salary ranges

In 2009, 4.4% of all women in the public sector were in salary ranges 7 to 10 compared to 9.1% for all employees. The number of women in salary ranges 4 to 6 was 40.7% for women compared to 42.6% for all employees. The percentage of women in salary ranges 1 to 3 (54.8%) was 6.5% higher than for all employees (48.3%).

Distribution of women across salary ranges in the public sector in 2009

