

Equity and Diversity Plan for the Public Sector Workforce 2006-2009

Second Progress Report

December 2007

The Government has set equity and diversity objectives for the Public Sector in its commitment to create a workforce that reflects the diversity of the community.

Report card for 2007

Representation of equity and diversity groups in the Public Sector workforce	2006 Actual	2007 Objective %	2007 Actual %	Variance in estimated positions across the public sector [#]
Women in the Senior Executive Service	23.7	27	22.7	-16
Women in Management Tier 1	19.8	26	24.8	-1.5
Women in Management Tier 2	29.8	35	31.3	-21
Women in Management Tier 3	32.8	39	32.7	-104
People from culturally diverse backgrounds	8.1	10.5	7.9	-3425
Indigenous Australians	2.5	2.8	2.3	-659
People with disabilities	1.5	3.6	1.5	-2767
Youth	5.7	7.0	5.9	-1449

[#]This figure is an extrapolated sector-wide figure based on an overall survey response rate of 75.3%

Improve diversity to improve business

Public Sector agencies have set their own targets for the employment of people from equity and diversity groups. Aggregated figures suggest that Indigenous and youth employment are a common priority for Public Sector agencies. This report reveals gaps between the Government's objectives and agency targets for the employment of people with disabilities and people from culturally diverse backgrounds. The figures also highlight the need for agencies to focus more resources on attracting and recruiting women into senior management roles. Addressing these areas is a government priority and should be a key strategy in overcoming the skills shortages in an employment sector where women make up nearly 65% of the overall workforce and where equity and diversity groups are over-represented in the client profile of a number of large agencies.

Comparison of sector and agency equity and diversity objectives

Most agencies have a relatively small number of SES, Tier 2 and Tier 3 positions. Tier 2 and 3 categories are combined for the purpose of agency-based reporting. Tier 1 selection processes are mostly managed by the Commissioner for Public Sector Standards, with appointment from a suitable field being made by Government. As such, Tier 1 and SES are not shown in the table below.

Diversity Group	2007 Objective %	Aggregate commitment from agencies for 2007	2007 Actual %	2008 Government Objective %	2009 Government Objective %	Aggregate commitment from agencies for 2009
Women in Management Tier 2 and 3 combined*	38	34.4	32.4	41	44	39
People from culturally diverse backgrounds	10.5	9.0	7.9	11.75	13	10.7
Indigenous Australians	2.8	2.7	2.3	3.0	3.2	3.3
People with disabilities	3.6	2.2	1.5	3.6	3.7	3.0
Youth	7.0	7.3	5.9	7.5	8.0	8.3

**Combined Government objectives may change if overall ratio of Tier 2 to Tier 3 positions changes*

Setting objectives is only the start

Agencies need to action effective strategies...

Public Sector agencies should ensure that practical strategies are included in Equal Employment Opportunity Management Plans and implemented, monitored and evaluated. This can be done in the context of strategic human resources planning and as part of a continuous improvement cycle.

...and collect accurate workforce data

It is vital that agencies put into place systems and procedures that enable them to collect accurate data about their workforce. This is particularly important for large agencies where data impacts on whole of sector figures. Revised workforce data for 2005-06 provided by the Department of Education and Training has had an impact on whole of sector Equity Index figures. A lower than usual survey response rate in the Department of Health has had an impact on reported representation across the whole sector.

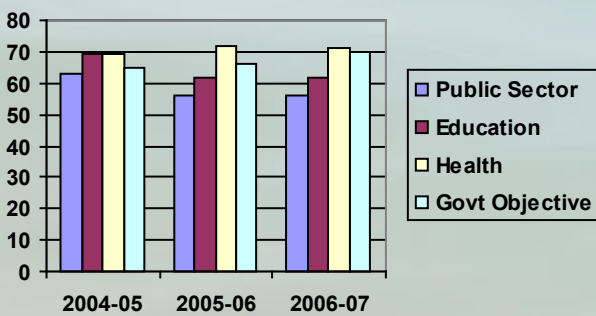
The story in the second year of the Plan

Women

The Equity Index for women has remained stable despite an overall increase in the representation of women in the sector. There has been an improvement in the representation of women in salary ranges 7-10, but the representation of women in the SES decreased by 4 positions (1%).

The sector continues to experience difficulty attracting women into senior roles, particularly in Tier 2 and Tier 3 positions.

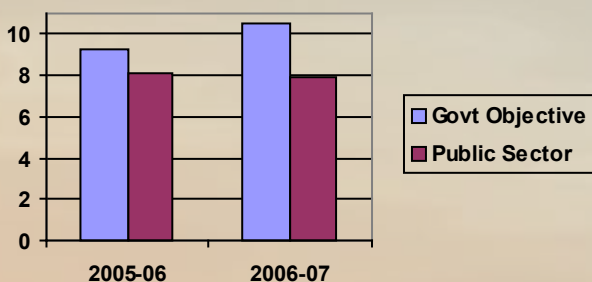
The lack of improvement in the Equity Index is most acute in the Department of Education and Training, where it has fallen 7 points in two years. This has impacted on the overall rate of improvement in the sector.



Women: Equity Index by major employment sectors

People from culturally diverse backgrounds

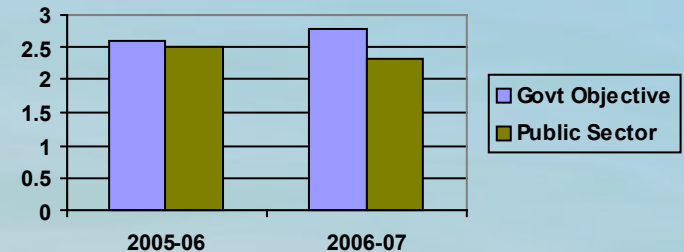
Representation levels for this group are below the objective. Distribution across the salary levels is above the objective[^], but representation has fallen. One of the most significant changes is an improvement in the number of staff from this group in salary ranges 7-10.



Representation of people from culturally diverse backgrounds: objective vs actual

Indigenous Australians

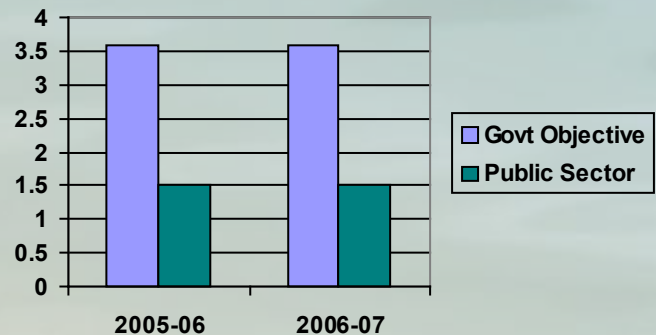
The distribution objective was almost achieved[^], but the representation of Indigenous Australians fell 0.2%. Most of this decrease may be attributed to a low survey response rate in the health sector.



Representation of Indigenous Australians: objective vs actual

People with disabilities

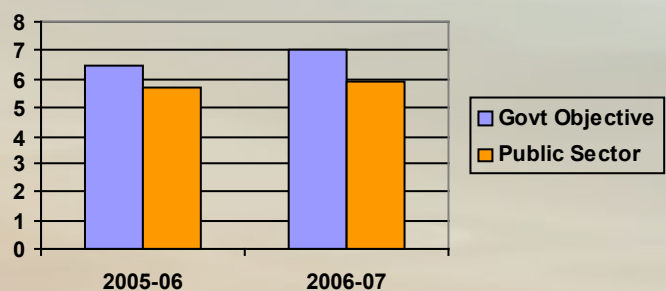
The participation of people with a disability is well below the objective, but has remained stable in spite of overall growth in the public sector workforce. Distribution is below the Government objective[^].



Representation of people with disabilities: objective vs actual

Youth

Employment of youth is 0.8% below the Government objective.



Representation of youth: objective vs actual

[^]Outcomes are shown in Equity Index progress and objective tables overleaf

Distribution of equity groups

The Equity Index measures the distribution of equity groups across salary levels.

Progress for the Equity Index in 2007

Distribution of diversity groups (ideal Equity Index is 100 [^])	2006 Actual	2007 Actual	2007 Comparison with objective
Women	56	56	14 under
People from culturally diverse backgrounds	133	155	55 over
Indigenous Australians	36	38	1 under
People with disabilities	93	102	2 over

[^] Revised data for 2005-06 provided by the Department of Education and Training in 2007 has altered the 2006 Equity Index outcome for the sector from previously reported figures.

Equity Index objectives 2006-2009

Distribution of diversity groups (ideal Equity Index is 100 [*])	2006	2007	2008	2009
Women	66	70	74	78
People from culturally diverse backgrounds	100	100	100	100
Indigenous Australians	37	39	42	45
People with disabilities	100	100	100	100

^{*} The Equity Index is not used for youth due to the correlation between age and salary

The Office of Equal Employment Opportunity can show agencies how to improve equity and diversity outcomes

The Office of Equal Employment Opportunity (EEO) has information, guides and resources available with practical strategies for recruiting and retaining equity groups in your agency. For more information, refer to the Office of EEO website at www.oeeo.wa.gov.au or telephone 08 9260 6600.

