



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

Third Progress Report

December 2008

The Equity and Diversity Plan for the Public Sector Workforce 2006-2009 outlines equity and diversity objectives for the public sector.

The Government is committed to creating a workforce that reflects the diversity of the Western Australian community.

Report card for 2008

Representation of equity and diversity groups in the public sector workforce	2007 Actual	2008 Objective %	2008 Actual %	Variance in estimated positions across the public sector ¹
Women in the Senior Executive Service	22.7	28.5	23.7	-18
Women in Management Tier 1	24.8	28	23.5	-5.4
Women in Management Tier 2	31.3	38	33.9	-25.3
Women in Management Tier 3	32.7	42	33.6	-143.3
People from culturally diverse backgrounds	7.9	11.75	12.4 ²	Objective exceeded ³
Indigenous Australians	2.3	3.0	3.3 ²	Objective exceeded ³
People with disabilities	1.5	3.6	4.2 ²	Objective exceeded ³
Youth	5.9	7.5	6.7	-1 237

¹This figure is an extrapolated sector-wide figure based on an overall survey response rate of 75.3%.

²Data for 2008 includes all casuals paid during the financial year. Previous years only included casuals paid in the last pay period of June. While the increase in representation for these diversity groups is a positive outcome, gains are largely due to casual employment and not permanent ongoing positions.

³Public sector objectives for all diversity groups will be reviewed in 2009 based on the most recent ABS 2006 Census data.

Positive progress and achievement

This report highlights the equity and diversity results for the public sector in 2008.

State Government agencies have demonstrated a significant increase in the diversity of their workforce. This achievement is the result of sustained effort by the public sector, changes to employment practices and an improvement in the quality of data. Two key areas of focus for the Office of Equal Employment Opportunity (OEEO) will be improving outcomes for women in management and youth as these figures are still below the objectives set for 2008.

Comparison of sector and agency equity and diversity objectives

Government benchmarks for all diversity groups will be reviewed in 2009 and brought into line with the most recent ABS 2006 Census figures released in 2008. This will inevitably require all agencies to review their own objectives for all diversity groups and a process for accomplishing this will be facilitated by the OEEO.

Diversity group	2007 Actual %	2008 Government objective %	2008 Actual %	2009 Government objective %
Women in Management Tier 2 and 3 combined*	32.4	41	33.7	44
People from culturally diverse backgrounds	7.9	11.75	12.4	13
Indigenous Australians	2.3	3.0	3.3	3.2
People with disabilities	1.5	3.6	4.2	3.7
Youth	5.9	7.5	6.7	8.0

**Combined Government objectives may change if the overall ratio of Tier 2 to Tier 3 positions changes. Tier 2 and 3 categories are combined for the purpose of agency-based reporting. Tier 1 and SES are therefore not shown.*

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 in 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. While improved data collection for 2008 shows that representation levels for most diversity groups have exceeded equity and diversity objectives for 2008 (women and youth excluded), these increases are based largely on data for casual employees. This highlights an area of concern in that diversity groups are not equitably distributed across all employment types.

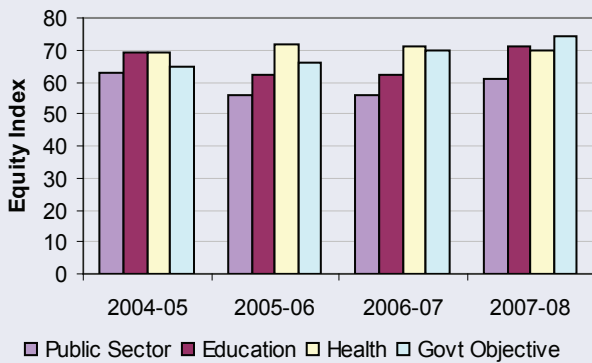
The story in the third year of the Plan

Women

The Equity Index for women increased marginally from 56 in 2007 to 61 in 2008 highlighting a slight improvement in the distribution of women across all salary scales. This has been facilitated by an improvement in the representation of women in salary ranges 7-10. The improvement is most noticeable for the Department of Education and Training.

The sector continues to experience difficulty attracting women into senior roles, particularly in Tier 2 and Tier 3 positions. More women need to be promoted into leadership positions across the public sector.

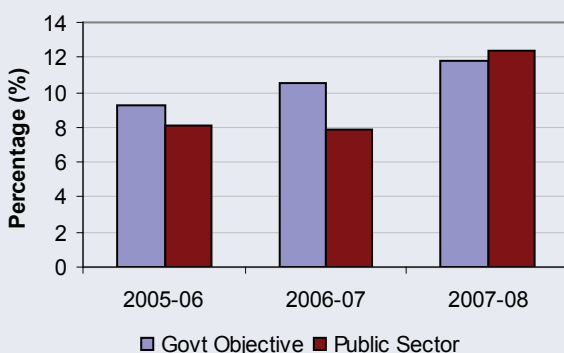
Women: Equity Index by major employment sectors



People from Culturally Diverse Backgrounds

Representation and distribution levels for this group are above Government objectives. The representation of people from culturally diverse backgrounds increased from 7.9% in 2007 to 12.4% in 2008. Continued improvement also occurred in the number of staff in salary ranges 7-10 for 2008. By enhancing diversity, agencies are better placed to attract and retain people from culturally diverse backgrounds.

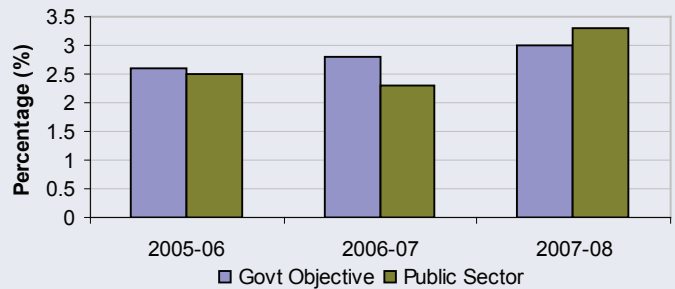
Representation of People from Culturally Diverse Backgrounds: Objective vs Actual



Indigenous Australians

Representation levels for this group have met Government objectives. The representation of Indigenous Australians rose from 2.3% in 2007 to 3.3% in 2008. More needs to be done to create opportunities for Indigenous staff to move into senior positions within the public sector.

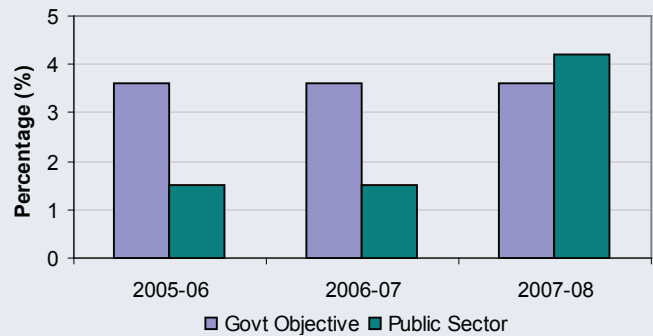
Representation of Indigenous Australians: Objective vs Actual



People with Disabilities

Representation and distribution levels for this group are above Government objectives. The representation of people with disabilities increased from 1.5% in 2007 to 4.2% in 2008. Significant progress has been made, however, agencies should continue to provide increased opportunities for people with disabilities in the public sector workforce.

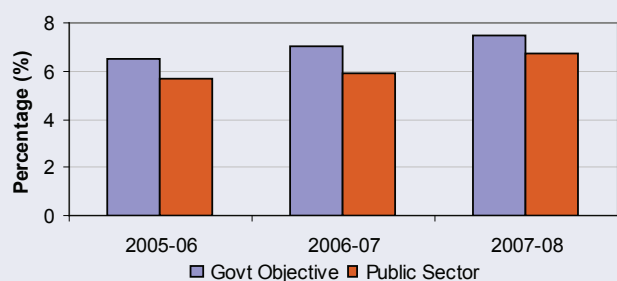
Representation of People with Disabilities: Objective vs Actual



Youth

Employment of youth is 0.8% below the Government objective for 2008. Agencies need to focus on attracting and recruiting younger staff, especially given that a significant proportion of the public sector is approaching retirement age.

Representation of Youth: Objective vs Actual



Distribution of equity groups

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

Progress for the Equity Index 2008

Distribution of diversity groups (Ideal Equity Index is 100)	2007 Actual	2008 Actual	2008 Comparison with objective
Women	56	61	13 below
People from culturally diverse backgrounds	155	138	38 over
Indigenous Australians	38	39	3 under
People with disabilities	102	119	19 over

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.

OEEO can assist agencies to improve equity and diversity outcomes

The OEEO has information, guides and resources available with practical strategies for recruiting and retaining diversity groups in your agency.

For more information, refer to the OEEO website at www.oeeo.wa.gov.au or phone 08 9260 6600.