



# UPDATED EQUITY AND DIVERSITY STATISTICS FOR THE “SHOWING THE WAY” SERIES

December 2008

## Women in Senior Management

### Representation of Women in Senior Management



|                                       | 2007 Actual | 2008 Objective | 2008 Actual |
|---------------------------------------|-------------|----------------|-------------|
| Women in the Senior Executive Service | 22.7%       | 28.5%          | 23.7%       |
| Women in Management Tier 1            | 24.8%       | 28%            | 23.5%       |
| Women in Management Tier 2            | 31.3%       | 38%            | 33.9%       |
| Women in Management Tier 3            | 32.7%       | 42%            | 33.6%       |

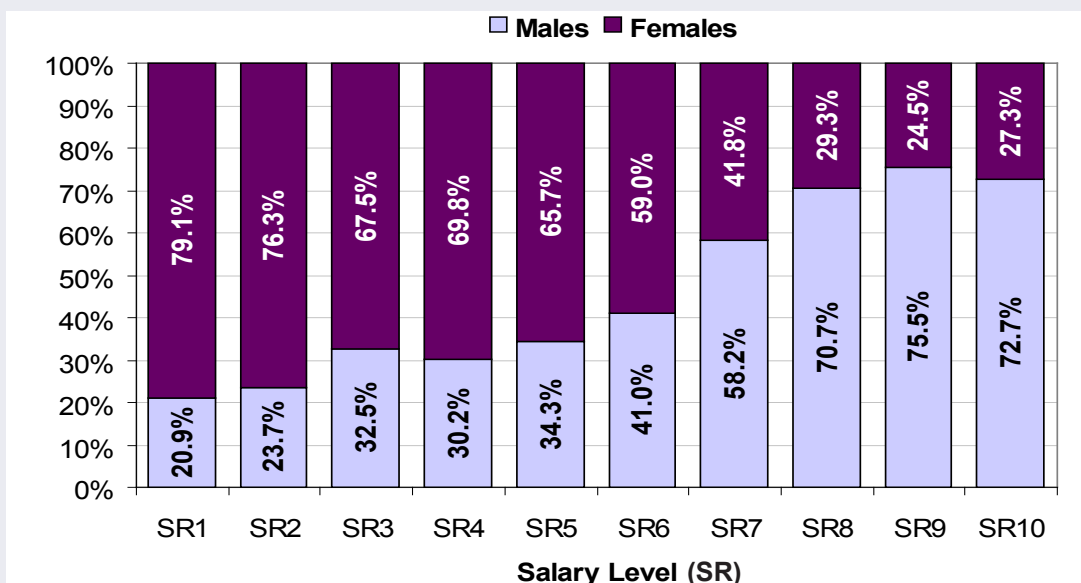
Representation of Women in Public Sector Management Tier 3 has increased slightly in the past year. However, levels are still well below the public sector benchmark for 2008 set out in the Equity and Diversity Plan for the Public Sector Workforce 2006-2009.

The Equity Index for Women has increased from 56 in 2007 to 61 in 2008 indicating that women are still concentrated at lower salary levels.

The Public Sector Equity Index objective of 74 for 2008 has not been achieved.

### Public sector by gender (June 2008)

The following chart illustrates the disproportionate representation of women to men across salary range in the public sector.



**Permanent and fixed-term female and male employees by salary range as a proportion of all female and male employees in each salary range as at 30 June 2008.**

## Employees from culturally diverse backgrounds

### Representation of People from Culturally Diverse Backgrounds



|                | 2002 | 2007 | 2008   | 6 year change |
|----------------|------|------|--------|---------------|
| % of Workforce | 4.9% | 7.9% | 12.4%* | +7.5%         |

\* Note: Part of this increase may be attributed to improved data collection methods. Data for 2008 includes all casuals paid during the financial year.

Representation levels for this group have increased from 7.9% in 2007 to 12.4% in 2008.

This figure is above the 2008 benchmark of 11.75% set for the representation of people from culturally diverse backgrounds within the public sector.

The Equity Index for people from culturally diverse backgrounds in the public sector has decreased from 155 in 2007 to 138 in 2008. This indicates that this diversity group is concentrated at the higher salary levels.

## Recruitment and retention of Indigenous Australians

### Representation of Indigenous Australians



|                | 2002 | 2007 | 2008  | 6 year change |
|----------------|------|------|-------|---------------|
| % of Workforce | 2.2% | 2.3% | 3.3%* | +1.1%         |

\* Note: Part of this increase may be attributed to improved data collection methods. Data for 2008 includes all casuals paid during the financial year.

Representation levels for this group have increased from 2.3% in 2007 to 3.3% in 2008.

This figure is above the 2008 benchmark of 3.0% set for the representation of Indigenous Australians within the public sector.

The Equity Index for Indigenous Australians within the Public Sector has increased over the past seven years from 27 in 2001 to 39 in 2008. This indicates that there is still a high proportion of this diversity group employed at lower salary levels.

More needs to be done to create opportunities for Indigenous staff to move into senior positions within the public sector.

## Employing People with Disabilities

### Representation of People with Disabilities



|                | 2002 | 2007 | 2008  | 6 year change |
|----------------|------|------|-------|---------------|
| % of Workforce | 1.3% | 1.5% | 4.2%* | +2.9%         |

\* Note: Part of this increase may be attributed to improved data collection methods. Data for 2008 includes all casuals paid during the financial year.

Representation of people with disabilities in the public sector has increased to 4.2% in 2008.

This figure is above the benchmark of 3.6% set for people with disabilities in the public sector for 2008.

The Equity index for people with disabilities in the public sector has increased over the past 4 years from 84 in 2004 to 119 in 2008. This indicates that people with disabilities employed in the public sector are well represented across all salary levels.

## Recruitment and retention of Youth

### Representation of Youth



|                      | 2002 | 2006 | 2007 | 2008 |
|----------------------|------|------|------|------|
| Government objective | -    | 6.5% | 7%   | 7.5% |
| Youth                | 4.9% | 5.7% | 5.9% | 6.7% |

The representation of youth in the public sector increased from 5.9% in 2007 to 6.7% in 2008.

This figure falls below the Government benchmark for 2008 of 7.5%.

### Youth in public authorities: 2004 - 2008

