



## **Building a more equitable future of work for women in NSW**

Opportunities for government action

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March 2024

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This paper was made possible through a JMI Policy Challenge Grant. This annual grant program supports academics who seek to tackle the greatest public policy challenges facing Australia.

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## Acknowledgments

Thank you to Charlotte Hock and Amy Tapsell for their research assistance.

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Recommended citation: Hill, E, Cooper, R, Lee, T, and Seetahul, S, (2024) *Building a more equitable future of work for women in NSW: Opportunities for government action*, JMI Policy Insights Paper, James Martin Institute for Public Policy.



## Executive Summary

The New South Wales (NSW) Government has made a commitment for women to “gain more secure and sustainable employment to determine their own futures.”<sup>1</sup> In addition, the *NSW Women’s Strategy 2023–2026* has a vision for women and girls to “live and work in a safe and fair society where they are treated with respect and dignity.”<sup>2</sup>

The NSW Government is the largest employer in the Southern Hemisphere and the largest employer of women in the country. NSW is also Australia’s largest state economy and a key driver of national productivity and growth. This means the NSW Government can play a critical role in shaping equitable working lives for women in NSW. As an employer, a provider and funder of services, a regulator and legislator, and a procurer of goods and services, the NSW Government has multiple levers that can be used to drive workplace gender equality.

This report identifies seven dimensions of gender inequality at work, and five areas for government action.

### Five areas for government action

This Policy Insights Paper highlights five key areas of government policy, operations and investment that can be leveraged to drive gender equality across the NSW labour market.

1. **NSW Government as a major employer.** As the largest employer of women in Australia, the NSW Government can lead the development of systems of data collection that will measure and monitor progress in gender equality in public sector workplaces, build manager capability, and set targets and invest resources to achieve gender-equal employment opportunities and outcomes.
2. **NSW Government as a direct service provider.** As a major provider of community services, the NSW Government can determine the design, scope and accessibility of direct services so they are integrated and aligned with work and care responsibilities.



- 3. NSW Government as funder of services and state infrastructure.** Government can leverage its role as a funder of non-government service providers to drive gender equality through contracts that provide adequate resources to support the achievement of professional wages and other elements of high-quality jobs. It can also fund infrastructure that supports the different demands that women and men have on the urban environment.
- 4. NSW Government as a legislator and program administrator.** The NSW Government holds legislative, regulatory and program responsibility for many aspects of the lives of citizens, communities and businesses. Mandatory gender impact assessments of all legislative measures and major program proposals will support a gender-equal economy.
- 5. NSW Government as procurer of goods and services.** Finally, the NSW Government can enforce measures that mandate government suppliers to comply with business practices that address and promote gender equality, including business practices and outcomes in relation to women's representation in leadership, gender equitable pay, secure employment and access to high-quality flexible jobs and respectful workplaces.

These five areas for action are based on the findings from workshops and consultations with the NSW Government and other key NSW stakeholders.





## Seven dimensions of gender inequality at work

Government action in these five domains will address the seven dimensions of gendered inequalities at work identified in this report, driving and delivering significant benefits to NSW women, families, communities, businesses and the economy.

These interconnected dimensions of gendered inequality at work include:

- 1) vertical labour market stratification;
- 2) horizontal labour market segmentation;
- 3) undervaluation of feminised work;
- 4) discrimination and disrespect;
- 5) insecurity and precarity;
- 6) working hours disparities; and
- 7) gendered division of unpaid labour.

In order to address each of these dimensions and build gender equality into the future of work in NSW, a gender lens must be adopted across the policy lifecycle. This will assist in understanding how policies and investments impact the lives of women and girls, men and boys, and support a gender-equal NSW economy.

## Introduction

This report includes a rapid review of academic research on women's experiences in the labour market and the barriers they face to equitable participation in employment. It sets out seven interconnected dynamics that drive gendered labour market inequalities. The paper supports the NSW Government's plan for women to "gain more secure and sustainable employment to determine their own futures"<sup>3</sup> and the *NSW Women's Strategy 2023-2026* vision for women and girls to 'live and work in a safe and fair society where they are treated with respect and dignity'.<sup>4</sup> NSW is Australia's largest state economy and a key driver of national productivity and growth. NSW employs 4,373,700 people, representing 31% of all Australian workers and 2,062,000 women, who are 30% of the country's working women.<sup>5</sup>



The NSW public sector is Australia's largest workforce, and women make up two-thirds of all employees in the state.<sup>6</sup> What happens in the NSW economy and labour market matters for the nation. Like all Australian states, the experience of work in the NSW labour market is highly gendered. Women participate in paid work at a lower rate than men, are more likely than men to be employed part-time, receive lower wages than men, and dominate different sectors and occupations to men (see Annex A).



*What happens in the NSW economy and labour market matters for the nation.*

The NSW Government has many levers it can use to influence and drive workplace gender equality outcomes across the state. As an employer, a provider and funder of services, a regulator and legislator, and a procurer of goods and services, government action can be used to promote economic equality for women in NSW. Based on the findings of a workshop and consultations with key stakeholders<sup>7</sup>, we summarise some of the opportunities available to the NSW Government to engage in targeted action to build gender equality in the NSW labour market, make a significant national impact, and provide a model for action for other states and for large employers across the country. The final section of the report addresses corresponding actions that government can take.

The report is structured around the seven dimensions of gendered inequality at work, describing how these operate and interact with each other and how they impact women's careers. These include:

1. Vertical labour market stratification;
2. Horizontal labour market segmentation;
3. Undervaluation of feminised work;
4. Discrimination and disrespect;
5. Insecurity and precarity;
6. Working hours disparities;
7. Gendered division of unpaid labour.

These dynamics are interconnected and enmeshed, impacting women across NSW in different ways at different stages of their lives and careers. Labour market inequalities may also be compounded depending on a woman's (often multiple) social identities.



Women who are Aboriginal and Torres Strait Islander, are culturally and linguistically diverse, and LGBTQI+ face specific types of workplace discrimination, as do young and older women, those with intensive care needs, and those living in remote and rural communities. Industry sector and employment type also play an important role in shaping women's workplace opportunities and experiences. This report reveals the ways in which the labour market operates as an 'architecture of disadvantage and difference' that shapes women's career progression, wellbeing, and economic security. This analysis provides context for government planning on what action might be taken to build a more gender-equitable NSW economy and labour market.

## Dimensions of gendered inequality at work

The seven dimensions of gendered inequality at work highlighted in this report operate across all labour markets, including in NSW, reflecting the complex interplay between sectoral and social expectations and practices that make up the 'architecture of disadvantage and difference' women confront throughout their working lives.

### 1. Vertical labour market stratification

#### **The problem**

The NSW and Australian labour markets are characterised by patterns of gendered vertical stratification. Men are overrepresented in senior leadership positions, such as managers, while women face barriers to reaching such levels. This is often referred to as the 'glass ceiling'. The stratification persists despite Australian women's high levels of education – higher than their male counterparts and higher than at any time in history, and better than in any other country in the OECD – and despite their ambitions for rewarding careers.<sup>8</sup> Gendered stratification contributes to the total gender pay gap, is a drag on productivity and acts as a disincentive to greater workforce participation (see Annex A, items 5 and 7). It undermines women's lifetime earnings and overall economic security.

#### **The drivers of the problem**

There are several drivers of vertical gendered stratification, including workplace gender bias and discrimination, the gendered division of unpaid labour and the



undersupply of good quality flexible jobs. Gendered assumptions about leadership constrain women's access to, and perceived success within, senior roles. Stereotypically feminine traits like 'collaboration' and 'gentleness' are considered undervalued in leaders compared with stereotypically male traits like 'directness' and 'assertiveness'.<sup>9</sup> If women conform to stereotypically female behaviours they are not perceived as 'ideal' leaders, but when they conform to stereotypical 'male' behaviours they are deemed unsuitable and unlikeable.<sup>10</sup> Women leaders seen as 'confident' or 'self-promoting' experience a 'likeability penalty' and backlash at work, and are thus regularly deterred from promoting their successes or negotiating pay increases.<sup>11</sup> This further hampers women's career progression and compounds pay inequality. The gendered division of labour and lack of good quality flexible jobs further drive stratification. Gender imbalances in unpaid work mean women are more likely than men to require flexible work arrangements, in terms of hours and location, but this flexibility is not widely available or accepted in jobs on the leadership pathway or in senior positions.<sup>12</sup> This limits women's ability to enter and flourish in high status roles and pushes women to 'trade-down' into more junior and lower paid positions.<sup>13</sup>

## 2. Horizontal labour market stratification

### The problem

Horizontal labour market segmentation, or the distribution of men and women in different industries and occupations, occurs across the globe but is persistent in Australia, including NSW (see Annex A, items 6 and 7). This is sometimes described using a 'glass walls' metaphor. Male-dominated jobs and sectors, such as science, technology, engineering and mathematics (STEM), generally enjoy superior pay, working conditions and career progression to feminised jobs and sectors. By contrast, women are overrepresented in jobs and industries marked by low pay, precarity and poor career progression, like health, education and retail.<sup>14</sup> These disparities are a major contributor to the gender pay gap – addressing segmentation could reduce the total pay gap by up to one-third<sup>15</sup> – undermine women's wellbeing and economic security, and hamper their capacities to enjoy thriving careers.

### The drivers of the problem

Horizontal labour market segmentation is driven by overlapping factors, including issues on the supply side, like gendered norms about work, and on the demand side, like workplace practices that reinforce the participation of a dominant gender.



Social norms about the appropriate work for different genders – which emanates from families, schools and peers – have a powerful impact on the study and career choices and pathways of young people.<sup>16</sup> However, the problem is not only driven by supply-side factors. Workplaces do not simply ‘receive’ gender inequalities from society; they also construct them.<sup>17</sup> Male-dominated workplaces and their hypermasculine cultures can be ‘chilly’ places for women to work.<sup>18</sup> Formal and informal recruitment and promotion practices, based around masculine norms and cultures that reward long and rigid working hours, prevent women and carers from accessing opportunities in these workplaces.<sup>19</sup> Disrespect further challenges women’s wellbeing, with sexual and gender harassment being commonplace.<sup>20</sup> Gender-based stigmas, low pay and poor working conditions, which are pervasive in feminised sectors, deter men from entering and remaining in these roles, compounding segmentation.<sup>21</sup>

### 3. Undervaluation of feminised work

#### The problem

Workers employed in feminised segments and sectors of the labour market, such as in healthcare and social assistance and education, suffer from low pay, precarity and poor working conditions. Workers in these sectors lack access to strong promotion pathways and can get trapped at the bottom of the labour force, in a phenomenon known as the ‘sticky floor’.<sup>22</sup> These conditions endure despite the highly skilled nature and social and economic importance of this frontline work. Customer abuse, poor career development opportunities, low levels of ‘voice’, and limited flexibility and control over working time further characterise conditions in female-dominated areas.<sup>23</sup>





### **The drivers of the problem**

Feminised work remains undervalued despite action by unions and the efforts of some policymakers to make improvements.<sup>24</sup> The ‘male breadwinner’ model, developed over a century ago, and assumptions of women’s work as unskilled, continue to shape pay and conditions in feminised sectors today.<sup>25</sup> National minimum and award wages for female-dominated areas are on average 10% lower than for male-dominated segments.<sup>26</sup> Awards covering feminised work, compared with awards covering male-dominated segments, also drive poor working conditions. For example, compressed classification structures in these awards limit career progression and low minimum hours of engagement frustrate working time control for workers in these segments.<sup>27</sup> Women have historically been locked out of collective bargaining and this has also played a role in the persistent undervaluation of essential, feminised occupations and industries.<sup>28</sup>

## **4. Workplace bias, discrimination and disrespect**

### **The problem**

Women across Australia and in NSW experience persistent workplace gender discrimination and disrespect over the course of their working lives. This plays out through both subtle and overt discrimination in recruitment and promotions and is amplified through sexual and gender harassment on an all too regular basis.

These dynamics are pervasive, despite evidence showing that respect is the most important element of a rewarding career for Australian women.<sup>29</sup> This challenges women’s safety, wellbeing and economic security.

### **The drivers of the problem**

Gender bias and discrimination are perpetuated throughout the employment lifecycle and through women’s daily interactions at work.<sup>30</sup> In recruitment and selection processes, women are less likely to be invited to interview and are held to higher standards than men, especially mature and culturally diverse women and mothers.<sup>31</sup> Similarly, flexibility in applying and weighting criteria by selection panels may exclude women from certain roles, as gendered biases can override criteria in the absence of structured guidance.<sup>32</sup> Gender bias also pervades performance assessments as women are attributed less favourable traits, such as ‘compassionate’ and ‘inept’ for women compared with ‘analytical’ and ‘arrogant’ for men.<sup>33</sup> These dynamics show how recruitment and selection processes can



perpetuate gendered assumptions about the ‘right’ person for a job, organisation or sector. Another driver of gender discrimination is the ‘ideal’ worker norm. This situation rewards employees who work full-time and have uninterrupted careers and stigmatises carers, primarily women, severely constraining their career opportunities and lifetime earnings.<sup>34</sup> Certain workplace characteristics are more likely to drive disrespectful behaviours like sexual and gender harassment. This includes male-dominated workplaces where ‘othering’ and even abusive practices are commonplace and often accepted,<sup>35</sup> as well as in service sector contexts where cultures of customer sovereignty can harm women workers and their career development.<sup>36</sup>

## 5. Insecurity and precarity

### The problem

Women are overrepresented in insecure and precarious jobs, such as casual and contract work. These jobs tend to offer ‘bad flexibility’, characterised by unpredictable working hours, low and variable wages, and few entitlements to paid leave.<sup>37</sup> Insecure work provides poor career development opportunities and very few sustainable paths out of precarity, further hampering women’s access to stable and rewarding employment.<sup>38</sup> These factors mean that insecure employment undermines women’s lifetime earnings, economic security, and control over their careers.





### **The drivers of the problem**

Insecure work is highly gendered, with women, particularly young women, overrepresented in casual work.<sup>39</sup> These patterns are driven by the gender imbalance in unpaid work, the lack of flexibility available in permanent jobs, inadequate care services and the nature of jobs in feminised sectors. Women shoulder the lion's share of unpaid care and domestic work and take on casual and other precarious roles in search of greater flexibility to manage their paid and unpaid work.<sup>40</sup> Paradoxically, these jobs make it harder to manage care responsibilities due to poor control over work schedules and few paid leave entitlements.<sup>41</sup> The undersupply of permanent jobs that offer good quality flexible work arrangements is another driver of women's dominance in insecure work.<sup>42</sup>

Women's overrepresentation in precarious work is also driven by the difficulty in accessing affordable and good quality early childhood education and care, and other care services, available at times that align with paid work schedules.<sup>43</sup> The reliance on casual and other insecure forms of employment in female-dominated sectors and occupations further contributes to women's overconcentration in precarious work.

## **6. Working hours disparity**

### **The problem**

Women and men spend different amounts of time in paid work, with men commonly working longer hours and women working shorter hours.

In NSW and Australia more broadly, women are less likely than men to work full-time and they make up the majority of part-time and casual workers (see Annex A, items 8 and 9).

In addition, women are more likely than men to report underemployment, or wanting to work more paid hours than they currently do (see Annex A, items 3 and 4).

This pattern limits women's earnings and retirement savings. Shorter working hours (see Annex A, item 9) are also associated with reduced opportunity for career progression and with greater overall career penalties. This phenomenon challenges women's economic security and independence.



### **The drivers of the problem**

The disparity in women's and men's working hours is driven by a range of factors including the gendered imbalance in unpaid work, the supply of care services, and the nature of jobs in feminised sectors. Australian women spend considerably more time on care and domestic duties than men.<sup>44</sup> This disproportionate responsibility for unpaid work cuts into the time that women workers have to engage in labour force activity, which limits their career mobility.<sup>45</sup> The availability of affordable, quality and accessible early childhood education and care, and other care services, challenges the ability of women, especially those with intense caring needs, to participate in the labour force or to work longer hours.<sup>46</sup> Women's concentration in industries and occupations that rely on casual and other precarious forms of work with variable and unpredictable working hours, is another driver of women's lower working hours.<sup>47</sup> The undersupply of permanent jobs with good flexible working opportunities that support career progression prospects further contributes to working hours disparities.

## **7. Gendered division of unpaid labour**

### **The problem**

There is a stark gendered division of paid and unpaid labour in Australia, with women shouldering a considerably larger share of unpaid care and domestic work than men.<sup>48</sup> The time spent in unpaid work limits the number of hours that women are able to commit to paid work, hampering their workforce participation. This unequal division of labour also constrains women's economic security, contributing to the gap in women's and men's earnings,<sup>49</sup> and placing women at higher risk of poverty in their mature years.<sup>50</sup>

The gender imbalance in unpaid work thus places a serious brake on women's career progression and economic security. Research shows that young women are acutely aware of these negative impacts and are consequently making calculated decisions not to have children or to have a smaller family.<sup>51</sup>

### **The drivers of the problem**

The unequal gendered division of paid and unpaid work for women in NSW is embedded in Australia's national work-care policy architecture, including the Childcare Subsidy, Paid Parental Leave Scheme and care infrastructure. The Commonwealth Childcare Subsidy, and its interaction with the tax and transfer system, favours households where women are primary carers and work part-time



and men are primary earners.<sup>52</sup> The national Paid Parental Leave system, paid at the national minimum wage rather than wage replacement level, continues to see women rather than men take on the bulk of care responsibilities in their household.<sup>53</sup> Inadequate investment in care and early learning infrastructure in Australia further drives gender inequalities in paid and unpaid work. In 2021, out of 41 countries, UNICEF ranked Australia among the bottom five (37<sup>th</sup>) for childcare<sup>54</sup> and Australia's national spending on early learning services sits below the OECD average.<sup>55</sup> Expensive, inflexible and hard to access, early childhood education and care services<sup>56</sup> and aged and disability care services<sup>57</sup> leave much of the care work to be done within the family, mostly by women. Frontline women workers are particularly exposed to the economic consequences of inflexible care systems that do not meet their working time needs.<sup>58</sup>





## Making change to build a gender equitable future of work in NSW

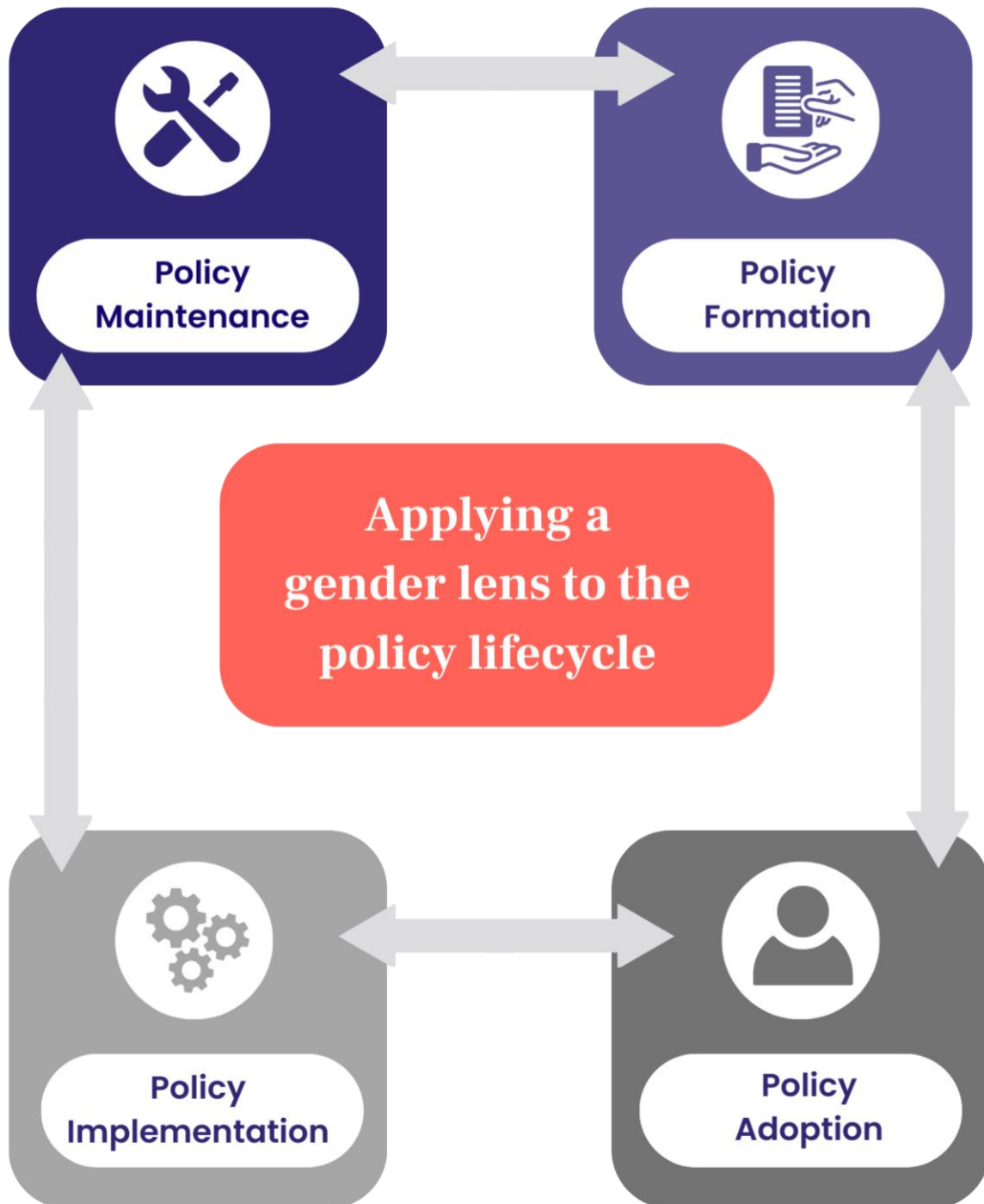
Government plays a major role in shaping the working lives of women in NSW and can frame the gender dynamics of labour markets. Consultation and workshops on the seven dimensions of gendered inequality at work with NSW Government and key NSW stakeholders identified levers that government has at its disposal to drive change and build a more gender-equal economy in NSW. Government action to build gender equality was identified as multidimensional and dynamic, requiring a whole-of-government approach. In order to maximise the potential for NSW to deliver economic and social inclusion, it will be crucial to apply a gender lens across the full terrain of government influence. This includes through government's role as an employer, as a provider of services, a funder, legislator and regulator, and in its procurement function. A comprehensive approach has the potential to deliver a lasting positive impact on women's employment experiences and their economic security. It will also boost state (and national) productivity.

### What is a gender lens?

A gender lens assists policymakers in understanding how their policies and investments impact women and girls, men and boys, in different ways. This lens must be deployed across the policy lifecycle including policy design, adoption, implementation, evaluation and maintenance (see Figure 1 below). Applying a gender lens does not mean policymakers only focus on women, but that they understand the differential impact of their work on different genders and design to create more equitable outcomes for all. There is significant work underway within the NSW Government in relation to undertaking gender impact assessments and moving to gender responsive budgeting as a standard practice. These are key tools and pathways to assist the government to build a gender lens into policymaking. While this will be useful for building a gender equitable NSW,<sup>1</sup> there is more work to do. The following section proposes some ideas for government action.



Figure 1. Applying a gender lens to the policy lifecycle





## What should be done now

This section outlines five key areas of government policy, operations and investment where action to build change toward gender equality can be taken, alongside some principles that could underpin this work. It is important to identify the different levers or roles that government has at its disposal to surface opportunities for change. It is equally critical to adopt a 'joined up' and strategic approach if change is to be systematic, effective and sustainable. We focus on the role of the NSW Government as a major employer, direct service provider, funder of services and state infrastructure, legislator and program administrator, and procurer of goods and services - all of which can be utilised to meaningfully drive and influence change.



## 1. NSW Government as a major employer

As the largest employer in the Southern Hemisphere, and as the largest employer of women in the country, the NSW Government is uniquely placed to drive workplace gender equality at scale.

Furthermore, the size and diversity of jobs and skills included in the NSW public sector workforce provides a significant opportunity to deliver gender equitable workplaces and deliver substantial benefits to the NSW economy. **As a major employer, the NSW Government can exert direct and immediate change in the conditions that shape women's working lives and economic opportunities.** In doing so it can also provide a model of leading practice on workplace gender equality for private sector employers across the state and country.

The NSW Government can take action to address all seven dimensions of gendered workplace inequality as an employer. This may include:

- Collecting the right data and investing in the right tools to understand the drivers of gender-based inequality in public sector workplaces in order to inform targeted action to build gender equality.
- Investing in public sector manager capability to optimise equitable employment practices and vibrant workplace cultures.
- Setting targets and investing resources to achieve outcomes linked to the seven dimensions of gender inequality below:
  - o *Stratification*: setting targets, monitoring progress and reporting on the representation of women, including diverse groups of women, in senior roles.
  - o *Segmentation*: setting targets, monitoring progress and reporting on gender shares in key skill sets and job groupings. This might include building women's representation in traditionally male-dominated work and agencies and building men's participation in more feminised job types.
  - o *Undervaluation*: Increasing job quality in feminised frontline jobs, such as in education and health, by paying professional wages and constructing strong career pathways. Including 'gender equality' as an objective of the legislation and ensuring that the industrial instruments that govern NSW public sector employment conditions leverage gender equitable outcomes.
  - o *Discrimination and disrespect*: Developing and modelling leading national practice in taking preventative action to address workplace harassment, disrespect and sexism.



- *Insecurity and precarity*: Building access to high-quality flexibility for employees across job types and seniority levels and removing precarious forms of flexibility where possible.
- *Working hours disparity and gendered division of unpaid labour*: Creating carer-friendly workplaces where employees can combine their working and broader lives effectively. Ensuring that flexibility is accessible to all employees and encouraging men to take up these options. Setting targets for men's and senior staff to use of flexible working arrangements.

## 2. NSW Government as a direct service provider

As a provider of services to the community, **the NSW Government can determine the type, number and accessibility of direct services available to the women of the state, and the ease with which they are integrated and aligned with work and care responsibilities.**

Where government has control over service opening times, gender equality considerations can be included as part of the project scope and design, such as the design of urban environment and transport systems. This includes women's mobility patterns, purpose of journey and children.

Service location and opening hours should align with work and care patterns through engagement of women in the local community. This will best support women's needs and reduce the 'mental load' that is often cited as a contributor to reduced labour force participation. Such services include domestic and family violence supports, which is a critical investment in women's economic security and employment.

## 3. NSW Government as funder of services and state infrastructure

The NSW Government can **leverage its role as a funder of non-government service providers, for example out of school hours care, women's refuges, and other community services, to drive gender equality.** This includes developing contracts and providing adequate resources to support the achievement of professional wages and other elements of high-quality jobs in these largely feminised services, such as permanent employment, strong career paths and respectful and safe work environments.



When funding new urban infrastructure, including in the development of new suburbs, housing and transport, there is an opportunity to directly consider the different demands women and men have on the urban environment and how it can be designed to maximise women's ease of use. Understanding community needs and co-designing solutions with strong representation of the end users of services and infrastructure is critical for gender equitable design.

#### 4. NSW Government as legislator and program administrator

The NSW Government holds legislative, regulatory and program responsibility for many aspects of the lives of people, communities and businesses in NSW.

**Undertaking gender impact assessments should be a mandatory requirement of government in considering and evaluating all legislative measures and major program proposals.** This is an integral part of more inclusive and equitable policymaking.

Gender impact assessments should be built into the entire policy lifecycle (see Figure 1) as a standard practice of government, including proposal development and implementation, monitoring and reporting, and evaluation and policy/program change. This may require upskilling staff, leaders and elected representatives, as well as consultation with relevant communities, to effectively shift behaviour.

#### 5. NSW Government as procurer of goods and services

The scale and reach of public sector procurement provides an important pathway for the NSW Government to elevate and embed gender equality in governance and its supply chains. **Measures that mandate government suppliers to comply with business practices that address and promote gender equality will drive leading practice across a significant part of the state economy.**

This includes business practices and outcomes in relation to women's representation in leadership, gender equitable pay, secure employment, and access to high-quality flexible jobs, and respectful workplaces.

A key area requiring attention is the significant amount of government spending on very male-dominated employment sectors, such as civil construction, where gender segmentation is extreme and not shifting.

Government intervention and setting targets and requirements to change business practices may achieve improved outcomes on this crucial issue.



## Conclusion

The scale of the NSW economy and size of the labour market means improvements to gender equality in work in NSW will have a significant impact nationally. It will also provide a model for action in other states and for large employers across the country. Opportunities to drive positive change can take place across the full range of government roles and responsibilities as an employer, a service provider, funder of services and infrastructure, as a legislator and program facilitator and in procurement of goods and services. Strategic interventions in each of those domains will support and mainstream a gender lens across the whole-of-government, delivering significant benefits for NSW women, families, communities, business and the economy.





## Annex A. Key statistics on gender and the labour market in NSW 2023

	Indicator	Male	Female
1	Labour force participation rate	70.4%	61.4%
2	Unemployment rate	3.2%	3.5%
3	Underemployment rate (proportion of employed)	5.1%	7.8%
4	Underutilization rate	8.4%	10.7%
5	Gender pay gap (AWOTE)	11.8 % in NSW (13% in Australia)	
6	Gender share of employment by Australian and New Zealand Standard Industrial Classification (NSW) – Industry total 100%		
	<i>Agriculture, Forestry and Fishing</i>	67.80%	32.20%
	<i>Mining</i>	81.05%	18.95%
	<i>Manufacturing</i>	73.38%	26.62%
	<i>Electricity, Gas, Water and Waste Services</i>	82.75%	17.25%
	<i>Construction</i>	86.68%	13.32%
	<i>Wholesale trade</i>	67.39%	32.61%
	<i>Retail trade</i>	42.10%	57.90%
	<i>Accommodation and Food Services</i>	48.79%	51.21%
	<i>Transport, Postal and Warehousing</i>	77.53%	22.47%



	<i>Information Media and Telecommunications</i>	56.46%	43.54%
	<i>Financial and Insurance Services</i>	53.47%	46.53%
	<i>Rental, Hiring and Real Estate Services</i>	54.64%	45.36%
	<i>Professional, Scientific and Technical Services</i>	57.20%	42.80%
	<i>Administrative and Support Services</i>	51.96%	48.04%
	<i>Public Administration and Safety</i>	47.84%	52.16%
	<i>Education and Training</i>	25.85%	74.15%
	<i>Health Care and Social Assistance</i>	24.43%	75.57%
	<i>Arts and Recreation Services</i>	56.25%	43.75%
	<i>Other Services</i>	56.77%	43.23%
<b>7</b>	Gender distribution across occupations (NSW) – Occupation total 100%		
	<i>Managers</i>	59.58%	40.42%
	<i>Professionals</i>	45.69%	54.31%
	<i>Technicians and Trades Workers</i>	83.07%	16.93%
	<i>Community and Personal Service Workers</i>	30.15%	69.85%
	<i>Clerical and Administrative Workers</i>	26.61%	73.39%
	<i>Sales Workers</i>	38.93%	61.07%
	<i>Machinery Operators and Drivers</i>	86.90%	13.10%



	<i>Labourers</i>	68.21%	31.79%
<b>8</b>	Employed full-time (proportion of total employment)	81.92%	59.09%
<b>9</b>	Employed part-time (proportion of total employment)	18.09%	40.91%
<b>10</b>	Unionization rate	8.63%	11.44%
<b>Total</b>		100%	100%

Note: Items 1, 2 were reported from *6202.0 Labour Force, Australia - Table 4. Labour force status by Sex, New South Wales - Trend, Seasonally adjusted (July 2023)*. Items 3, 4, 8, 9 were reported or calculated from *6202.0 Labour Force, Australia - Table 23. Underutilised persons by State and Territory and Sex - Trend, Seasonally adjusted and Original*. Item 5 reported from ABS, Average Weekly Earnings, Australia, May 2023. Item 6 calculated from *6291.0.55.001 - EQ06 - Employed persons by Industry group of main job (Australian and New Zealand Standard Industrial Classification), Sex, State and Territory, November 1984 onwards (February 2023)*. Item 7 calculated from *6291.0.55.001 - EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards (February 2023)*. Items 6 to 9 have been calculated. Item 10 reported from *Characteristics of Employment, 2014 to 2022 survey*.



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