

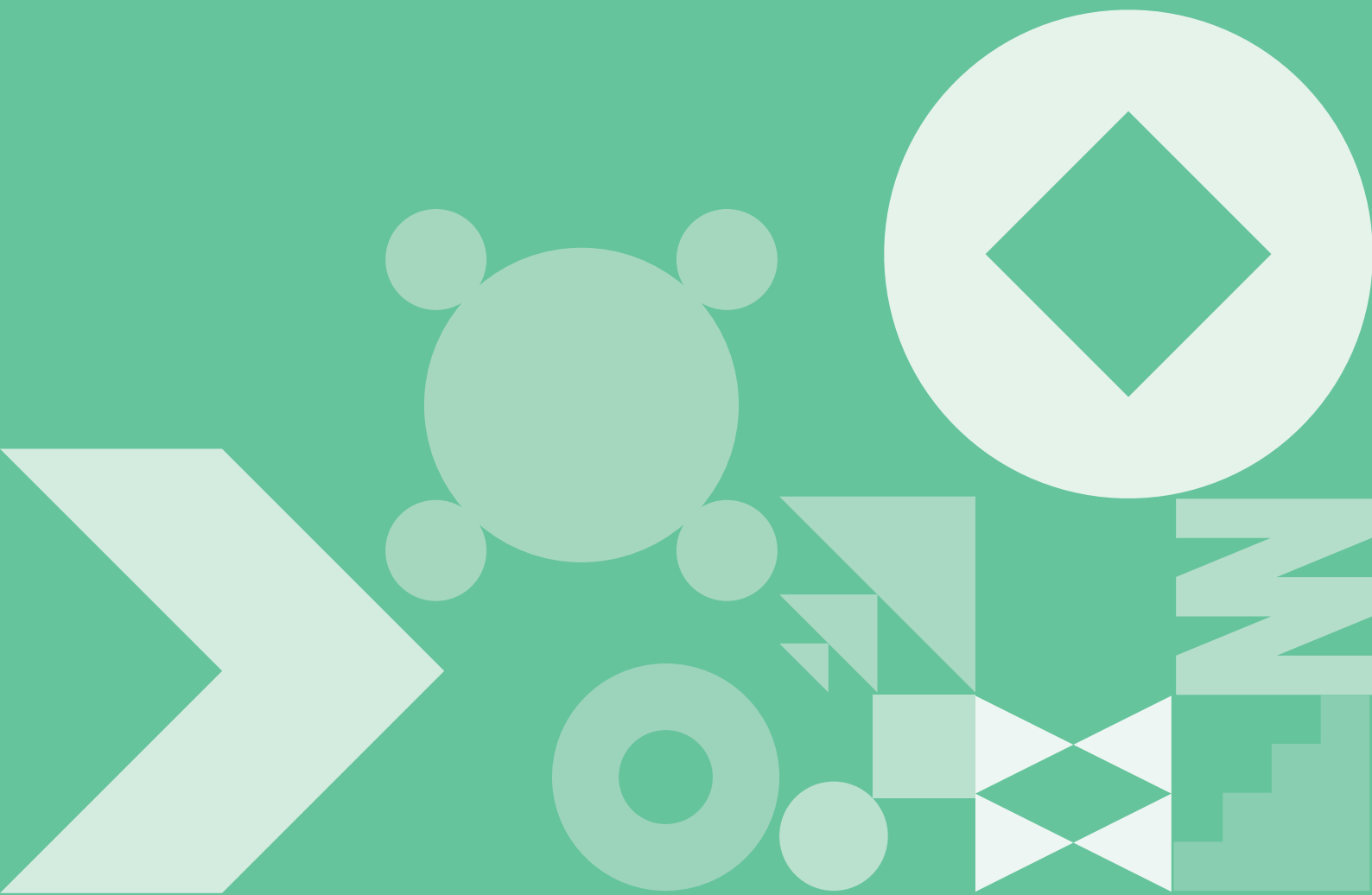


Public Sector  
Commission

*We're working for  
Western Australia.*

# Director of Equal Opportunity in Public Employment

Annual report 2019–20



# Letter of transmittal

**Hon Mark McGowan MLA**  
**PREMIER**

In accordance with Section 144 of the *Equal Opportunity Act 1984*, I hereby submit my report for the year ending 30 June 2020 for your information and presentation to the Parliament of Western Australia.



SONJA O'LEARY  
DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

18 SEPTEMBER 2020

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## Functions of the Director

The Director of Equal Opportunity in Public Employment is an independent statutory officer appointed by the Governor to perform functions defined in Part IX of the *Equal Opportunity Act 1984* (EO Act).

The Director's jurisdiction covers the entire government sector which includes public sector agencies, public universities, local governments, government trading enterprises (GTEs) and other authorities like Western Power.

The Director's role is to eliminate and prevent discrimination, and promote equal employment opportunity in public employment. This is achieved by providing advice and support to organisations in the government sector in developing their equal employment opportunity management plans and monitoring sectorwide diversity representation.

Under the EO Act, each organisation must prepare, implement and report annually on their management plans and this information informs the Director's annual report.

The Director is also an executive director at the Public Sector Commission. The Director's functions are delivered through staff, accommodation, corporate services and administrative support provided by the Commission.

# From the Director



As Director of Equal Opportunity in Public Employment, my role is critical in improving employment outcomes for diverse groups.

Working with the support of the Public Sector

Commission, I provide advice and assistance to organisations in the government sector to build inclusive workplaces that welcome, recognise and empower people from all backgrounds.

Diversity and inclusion mean more than just providing equal opportunity; they are essential for workplace wellbeing and performance.

This year, notwithstanding the disruption of the COVID-19 pandemic, my focus was on three key areas.

I worked on building stronger relationships with stakeholders and am pleased to report a general alignment of interests and renewed support for developing a government sector that values diversity and inclusion.

In my dual roles as Director and as Executive Director People, Culture and Diversity in the Commission, I continued leading the development of a workforce diversification and inclusion strategy and supporting action plans for the public sector. Input and feedback through wide-reaching consultation added great value to this work and I thank all contributors for their involvement.

The pandemic provided an opportunity to rethink and streamline data collection from more than 250 government organisations on workforce diversity. This information is critical for workforce planning and decision making. I will continue to look at what is collected and how it is collected to ensure data-led decision making drives improvements.

Next year will see some exciting developments in our collective journey towards greater diversity and inclusion in the government sector. I look forward to the progress we can make by working together and making sure every person has the opportunity to thrive in government employment.

A handwritten signature in black ink, appearing to read 'Sonja O'Leary'.

SONJA O'LEARY  
DIRECTOR OF EQUAL OPPORTUNITY  
IN PUBLIC EMPLOYMENT

# Year in review

## Building stronger relationships

During the year, I wrote to the chief executive of each organisation outlining my statutory functions as Director and their obligations under the EO Act. I shared with them my key activities for the year, including reviewing data collection to draw more meaningful information and reduce the burden on organisations. I offered support and guidance on preparing management plans, including how they can be integrated with broader workforce planning activities. I took the opportunity to invite feedback on the workforce diversification and inclusion strategy, and hear about potential barriers to achieving better employment outcomes.

As a result of this improved communication and support, the number of organisations reporting that they had equal employment opportunity management plans (or workforce and diversity management plans) improved substantially from last year.

I contributed to the development of State strategies including [Stronger Together: WA's Plan for Gender Equality](#), the draft [State Disability Strategy](#), [Family and Domestic Violence Reduction Strategy](#) and the proposed [Aboriginal Empowerment Strategy](#). These strategies highlight the significant positive impact that the government sector can have in achieving equity for under-represented groups.

I also began discussions with the Equal Opportunity Commissioner to share information and improve data collection.

## New strategy for workforce diversification and inclusion

This year, the Commission continued developing a workforce diversification and inclusion strategy and six supporting action plans for the public sector. While some of the actions are specific to public sector agencies, most can be applied to all government organisations and used to develop equal employment opportunity management plans. In time, the equal employment opportunity annual collection will be aligned to the strategy to helping to measure its effectiveness and enable more targeted effort.

On the International Day of People with Disability in December 2019, the Government released the action plan to improve public sector employment outcomes for people with disability. This plan sets a 5% employment target for people with disability in public employment, with actions for the Commission and public sector agencies to help achieve the target and create more inclusive workplaces.

## Innovation challenge

In August 2019, the Commission launched an ideas management community called iThink (WA Public Sector). The first challenge hosted on iThink asked for ideas to increase workplace diversity and inclusion, and to support the development of the strategy and action plans.

From these ideas, the Commission identified the 'top 10 quick wins' to promote better outcomes, and developed a diversity and inclusion calendar to help agencies participate in and celebrate important days throughout the year.



### Diversity and inclusion challenge

- ✓ **174** ideas
- ✓ **3580** likes (votes)
- ✓ **1240** comments
- ✓ **117** ideas helped inform the strategy and action plans
- ✓ **16** ideas implemented
- ✓ **10** quick wins promoted across the sector.

## Data collection

Last year I committed to reviewing the annual equal employment opportunity data collection. Over time, the collection has grown in length and complexity, diluting the value of the information. In particular, the collection gathered data and information from organisations that was not used or shared in a meaningful way.

The review commenced in late 2019 and focused on identifying information that is:

- needed to meet my reporting functions under the EO Act
- valuable for decision making in organisations
- needed to meet statutory reporting requirements of organisations.

The collection was streamlined to reduce the burden on organisations during the COVID-19 pandemic while still meeting legislative reporting obligations and maintaining consistency in long term reporting.

The information collected focused on:

1. the status of organisations' equal employment opportunity/workforce and diversity management plans
2. diversity related activities undertaken over the last 12 months
3. diversity related activities proposed for the next 12 months
4. current workforce and diversity data.

# Focus on data

In 2020, the Commission commenced work on improving its approach to acquiring, storing, managing, using and sharing data and information. Diversity information is crucial to my role as Director and has been a focus area this year with a range of improvements put in place.

## Sharing diversity data in the public sector

Public sector agencies provide workforce data to the Commission each quarter. This includes information on whether employees have shared their diversity information with their employers and, if so, whether they identify as belonging to one or more diversity groups.

During the year, a diversity dashboard using existing quarterly workforce data was developed for these agencies. The dashboard aimed to:

- improve usability of existing data sources by helping agencies visualise current and historic representation of diversity groups
- present data in a meaningful way to help decision making by leaders
- help agencies understand the gap between their current employment levels and what they need to achieve a target
- allow agencies to draw insights from the data when combined with other information such as the activities they have undertaken
- provide a way for agencies to compare, so they can collaborate and learn from each other.

The dashboard also provides an indicator of the reliability of information derived from each agency's data holdings which is based on response rates to diversity questionnaires. This can be used with other information to indicate whether an agency has an inclusive culture where staff were willing to share information about their diverse identities.

The dashboard is continuing to be refined and will become a key reporting mechanism in the coming years.

## Better data for all government organisations

In 2019, government organisations providing data through the equal employment opportunity annual collection could choose to report aggregate workforce data through an online survey or detailed employment data in a spreadsheet.

After receiving positive feedback on the ease of providing data in the spreadsheet format, I moved to standardise the approach for all organisations in 2020. This allowed more detailed, consistent and reliable analysis between and across sectors.

Another benefit was that, when they submit data, organisations receive an automatically generated workforce summary showing the representation of diverse groups. The summary reports were well received, with many organisations using the information immediately and seeking further advice about how to improve their data.

“I love the spreadsheet sent out this year and the data summary shown. It is so good to be able to see our ratios and data all in one place.”

### **Shire of Three Springs**

“The workforce dashboard is a great visual aid as it captures all of our data in a user friendly format and ties directly into our internal reporting for our diversity and workforce plans.”

### **City of Bunbury**

“The workforce summary was most useful as it provided key statistics for discussion with other colleagues before submission and later on for planning and comparison in future years.”

### **Curtin University**

“We were impressed with the inclusion of the dashboard this year for an instant overall workforce diversity snapshot at the time of reporting.”

### **Horizon Power**

## **Importance of sharing information**

Accurate information on the representation of Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people and people with disability relies on:

- employees having opportunities to share their diversity information
- employees choosing to share their diversity information with their employers
- employers capturing the information in ways that can be reported.

Better workforce diversity data supports improved workforce decision making; without it, the ability of organisations to make sound decisions is diminished.

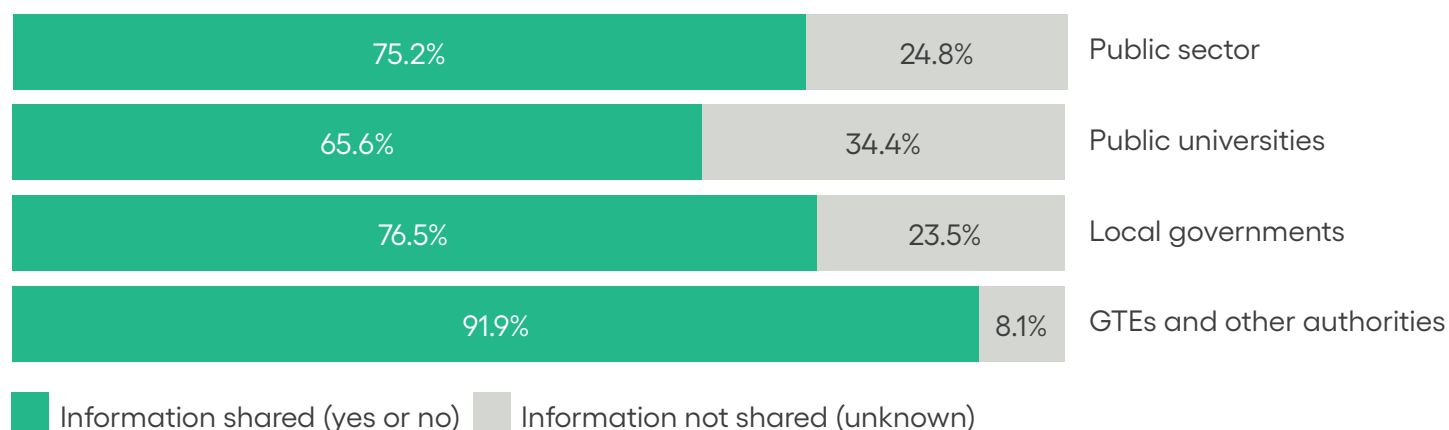
Representation rates for diverse groups are calculated based only on those employees who have chosen to share their diversity information with their employers, and only where that information is reported to the Commission. In this report, those who have not shared whether or not they identify as belonging to diversity groups are reported as ‘unknown.’

An answer of ‘yes’ or ‘no’ in relation to whether an individual identifies as belonging to a diversity group is considered to be a valid response. Where fewer than 70% of employees in any sector or organisation provide a valid response, data is considered insufficient to provide a reliable view of representation because diversity information for at least 30% of staff is unknown.

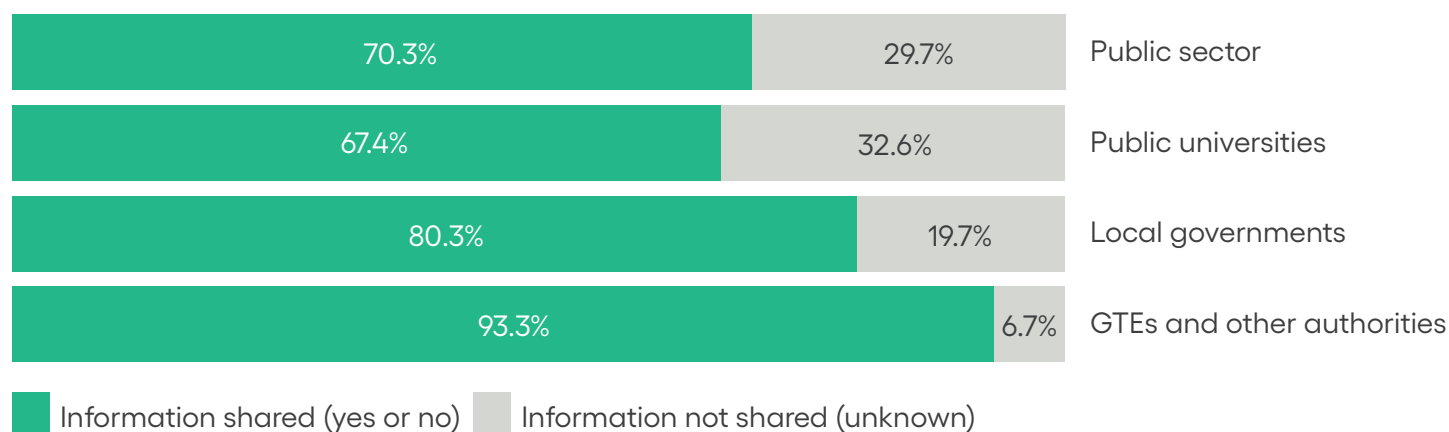
The figures on the following page show the percentage of employees in each sector who shared with their employers whether or not they identified as belonging to diverse groups.



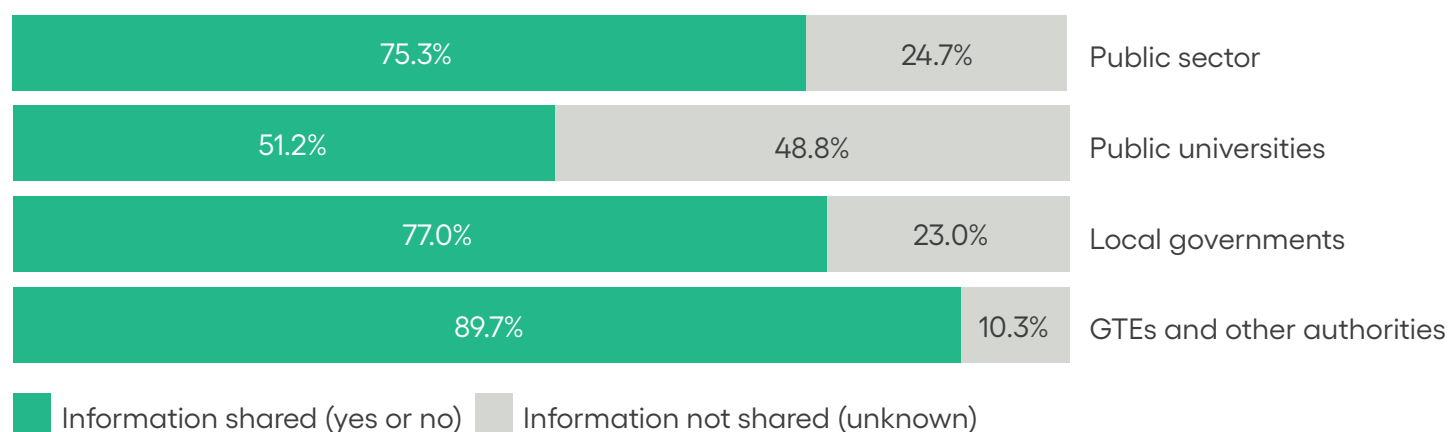
**Figure 1: Sharing diverse identity: Aboriginal and Torres Strait Islander people 2019–20**



**Figure 2: Sharing diverse identity: Culturally and linguistically diverse people 2019–20**



**Figure 3: Sharing diverse identity: People with disability 2019–20**



## Understanding is key to improvement

Understanding true rates of representation is important. Response rates are different for different diversity groups, organisations and sectors. This could indicate that:

- some diverse characteristics are easier to share than others
- organisations collect information differently for different groups
- organisations need to develop more inclusive workplaces for groups with low response rates.

Research suggests that low rates of sharing can be attributed to low psychological safety. Psychologically safe workplaces, where staff feel safe to bring their whole self to work, may support better response rates.

Higher rates of sharing may indicate that a workplace inspires trust and belongingness, where people are valued for their unique identities and there is a culture of inclusivity.

Diversity Council Australia research has shown that inclusion boosts staff performance and wellbeing, and has a direct relationship with building a sense of psychological safety for all staff.

Creating safe workplaces where all staff can bring their whole selves to work remains a challenge for government organisations and is a focus for both me and the Commission in the coming year.

## Achieving high response rates: Western Power

This year Western Power achieved more than 90% valid response rates in all diversity groups. Its annual staff engagement survey captures data on an internal dashboard. Its data sharing systems and processes regularly interrogate data which encompasses and encourages diverse group disclosure through the staff lifecycle.

Going forward, Western Power intends to create staff network groups to increase support and remove barriers so inclusion is fostered and sharing of diversity information is improved.

“Diversity and inclusion at Western Power is about the business appreciating the unique differences and talents of all our people across all our sites,” said Executive Manager Business and Customer Service, Tamara Brooker.

“As a business that has delivered generations of energy needs to the Western Australian community, we believe diversity and inclusion bring benefits to our people, our customers and our business.

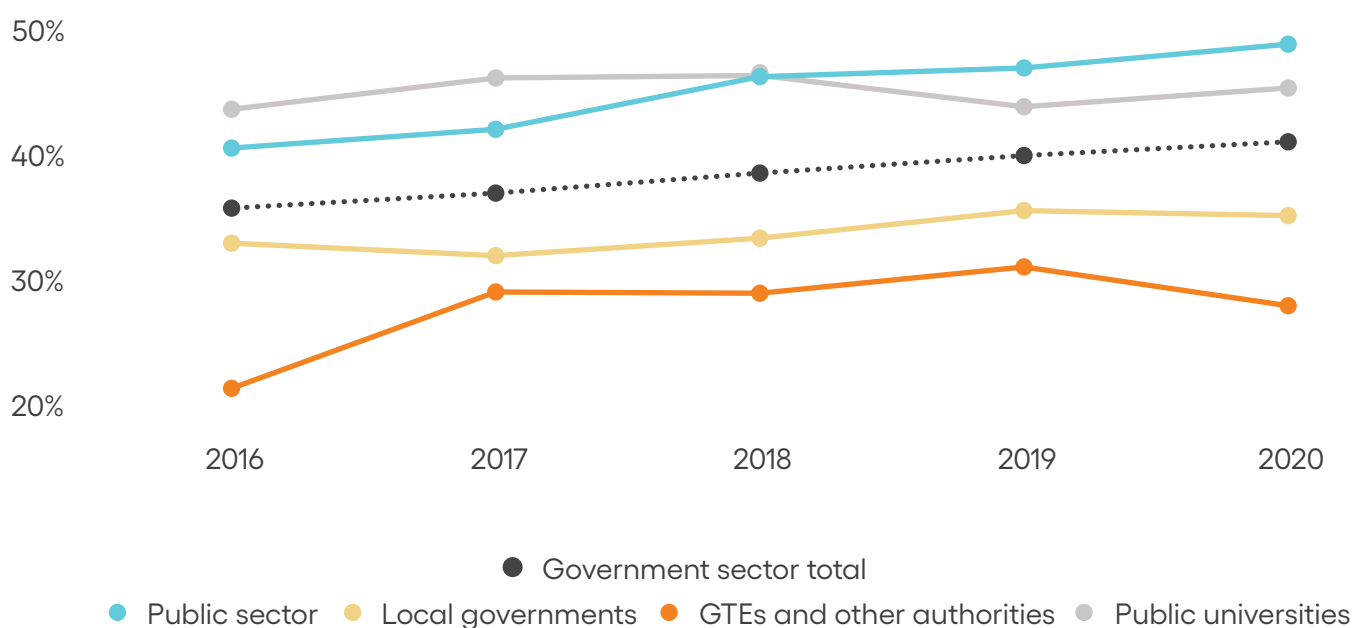
“Pursuing diversity and inclusion will ensure Western Power is a community where people are valued, respected and supported to achieve their potential. Over the next 12 months we will establish various staff network groups and strive to build an environment where people feel they can speak up to help us remove barriers to success, and collaborate to put the best ideas into practice.”

# Women

**In March 2020 137,787 government sector employees (66%) identified as women, an increase of 3,897 since March 2019.**

- Across the government sector, 41.2% of leadership positions (management tiers 1 to 3) in 2020 were held by women, an increase from 35.9% in March 2016.
- Representation of women in the public sector's Senior Executive Service (SES) continued to increase, up from 32.9% in 2016 to 42.5% in 2020. Previous forecasts estimated parity in the SES would not be achieved until 2035, but current trends suggest parity will be achieved much earlier.
- In the public sector, 49.0% of positions across all management tiers were held by women in 2020, including 35.1% of tier 1 positions, 44.2% of tier 2 positions and 51.3% of tier 3 positions. This is the first time that more than half of the public sector's tier 3 leaders were women.
- The gender pay gap in the public sector decreased, narrowing from 11.5% (\$10,751) in March 2019 to 10.7% (\$10,076) in 2020.
- In public universities, three of four tier 1 leaders were women.
- In local governments, representation of women in all management tiers combined has increased over five years from 33.1% in 2016 to 35.3% in 2020, down slightly from last year.
- In government trading enterprises and other authorities, the representation of women in all management tiers is greater than in 2016, despite decreasing since last year.

**Figure 4: Representation of women in tiers 1 to 3 in the government sector, March 2016 to March 2020**





2020 International Women's Day ceremony attendees at Government House

Photo courtesy of the Public Sector Commission

## Universities win gender equity award

All four WA public universities were recognised for their commitment to advancing the careers of women, trans and gender diverse individuals in STEM disciplines in higher education and research through Science in Australia Gender Equity's Athena SWAN Bronze Award.

To be awarded with Bronze award UWA, Edith Cowan University, Murdoch University and Curtin University demonstrated:

- commitment to gender diversity in STEM
- four-year action plans to improve gender equity and address gaps
- communications and engagement strategies, and demonstrated leadership and commitment to gender equity.

Edith Cowan University was also recognised for continuing to implement parental leave and return to work resources for primary carers and improved diversification of gender identification categories for staff. Significant consultation with internal LGBTIQ+ committee members informed their approach.

## Celebrating women in the public sector

Eighteen women were acknowledged as part of International Women's Day 2020 for their achievements in the public sector and their positive impacts on the community.

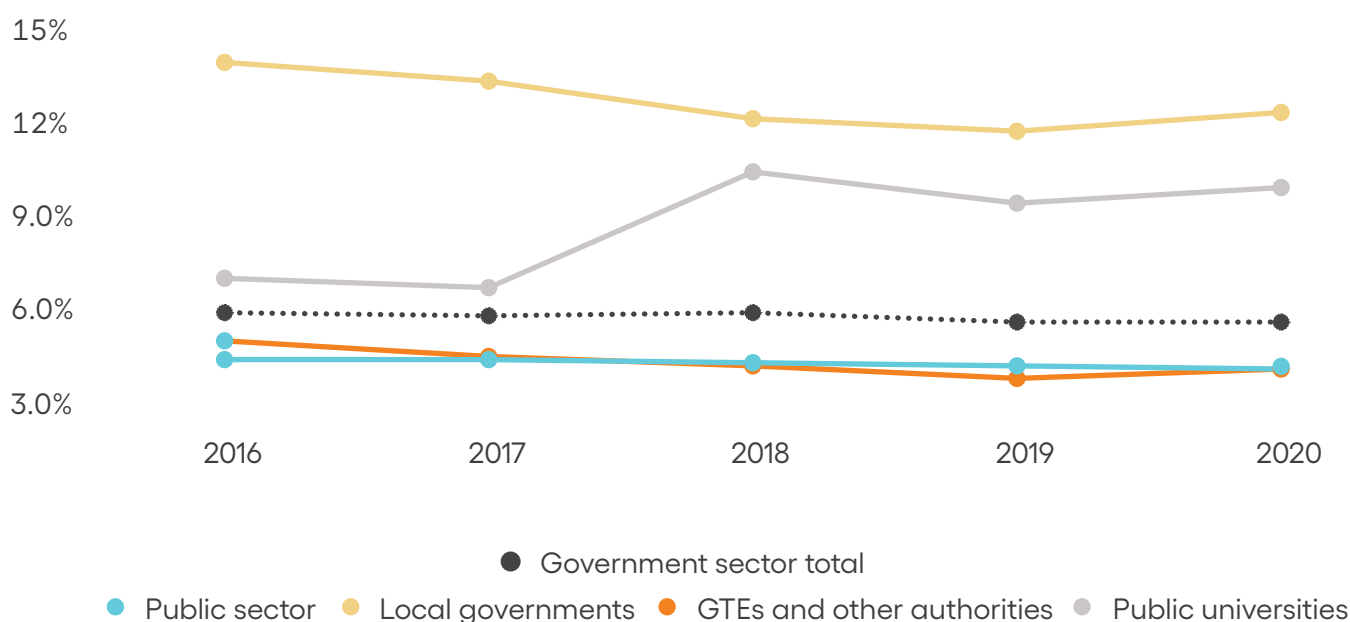
Organised by the Public Sector Commission, the women were recognised at a ceremony at Government House with Kim Beazley AC, Governor of Western Australia; Sue Ellery MLC, Minister for Education and Training; and Sharyn O'Neill, Public Sector Commissioner.

# Youth

**In March 2020, 11,752 government sector employees (5.6%) were aged 24 years and under, an increase of 340 from March 2019.**

- In 2020, 5,951 (4.1%) public sector employees were aged 24 years and under, continuing a downward trend over recent years.
- Employment of young people in public universities increased from 9.4% in 2019 to 9.9% (2,153 employees) in 2020, noting that more than 80% of these employees are casual.
- The proportion of young people employed in local governments declined gradually from 13.9% in 2016 to 11.7% in 2019 and increased to 12.3% in 2020.
- In 2020, representation of young people in government trading enterprises and other authorities increased to 4.1% (697 employees) after a declining trend for a number of years.

**Figure 5: Representation of youth in the government sector, March 2016 to March 2020**







2019 public sector school-based trainee graduates

Photo courtesy of the Public Sector Commission

## School-based traineeships

This year, the City of Albany took on five school-based trainees, giving young people experience of working in local government while supporting the City's staff to develop and grow their leadership and supervisory skills.

The Public Sector Commission coordinated the school based traineeship program for agencies in the public sector. In 2019–20, 52 young people participated in the program, working towards qualifications in government and potential ongoing employment.

## STEM superstars: ChemCentre

This year a ChemCentre forensic scientist and mineralogist was selected for the Superstars of STEM Program.

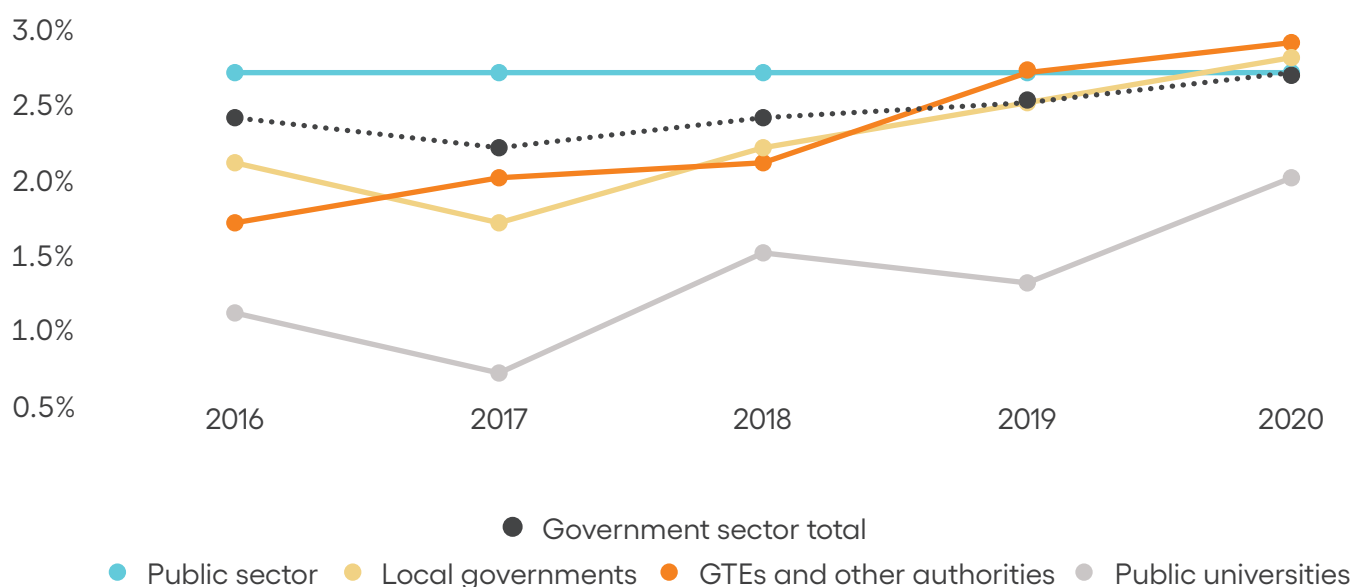
The program aims to inspire and encourage young women and people from diverse groups to pursue STEM degrees and careers. It includes mentoring and communications training, empowering participants to share their stories and communicate effectively in the media and with decision makers.

# Aboriginal and Torres Strait Islander people

**In March 2020, 4,252 government sector employees (2.7%) identified as Aboriginal and Torres Strait Islander, an increase of 426 from March 2019.**

- The number of Aboriginal and Torres Strait Islander employees has increased across the government sector in the last five years.
- Representation in the public sector remained at 2.7% in 2020, although the number of employees identifying as Aboriginal and Torres Strait Islander increased from 2,510 in 2016 to 3,019 in 2020.
- Government trading enterprises and other authorities reported the highest representation of Aboriginal and Torres Strait Islander people in 2020 at 2.9% (447 employees), up from 1.7% in 2016 (241 employees).
- Representation of Aboriginal and Torres Strait Islander people improved in local governments from 2.1% in 2016 (263 employees) to 2.8% (507 employees) in 2020.
- The number of Aboriginal and Torres Strait Islander people employed in public universities has increased over the last five years from 1.1% in 2016 to 2.0% in 2020. Representation appears to be increasing, however the reliability of this data is undermined by relatively low response rates (see [Appendix 1](#)).

**Figure 6: Representation of Aboriginal and Torres Strait Islander people in the government sector, March 2016 to March 2020**





Water Corporation's Aboriginal Employment and Development Team

Photo courtesy of Water Corporation

## Pastoral care at Water Corporation

The Water Corporation established an Aboriginal Employment and Development team in late 2019 to focus on pastoral care, wellbeing, development and retention for Aboriginal employees. The program aims to attain a 6% representation of Aboriginal and Torres Strait Islander people in the Water Corporation workforce by 2021.

The team:

- contacts and supports employees and their supervisors as part of a culturally appropriate wellbeing and pastoral care program
- identifies critical matters for Aboriginal employees and works with them to alleviate risks
- maintains ties with Aboriginal and Torres Strait Islander communities, organisations, external networks and internal stakeholders
- develops and delivers a cultural competency program
- monitors and reports to the executive and board on recruitment numbers, and representation and retention rates.

## Indigenous trainees at City of Mandurah

Through the City of Mandurah's 2019-20 Indigenous recruitment program, six trainees from the local area are currently working in the recreation centre, undertaking administration functions and other activities relating to youth. On completion, all trainees receive a nationally recognised qualification. The City's ongoing commitment to this program has been well received by the community.

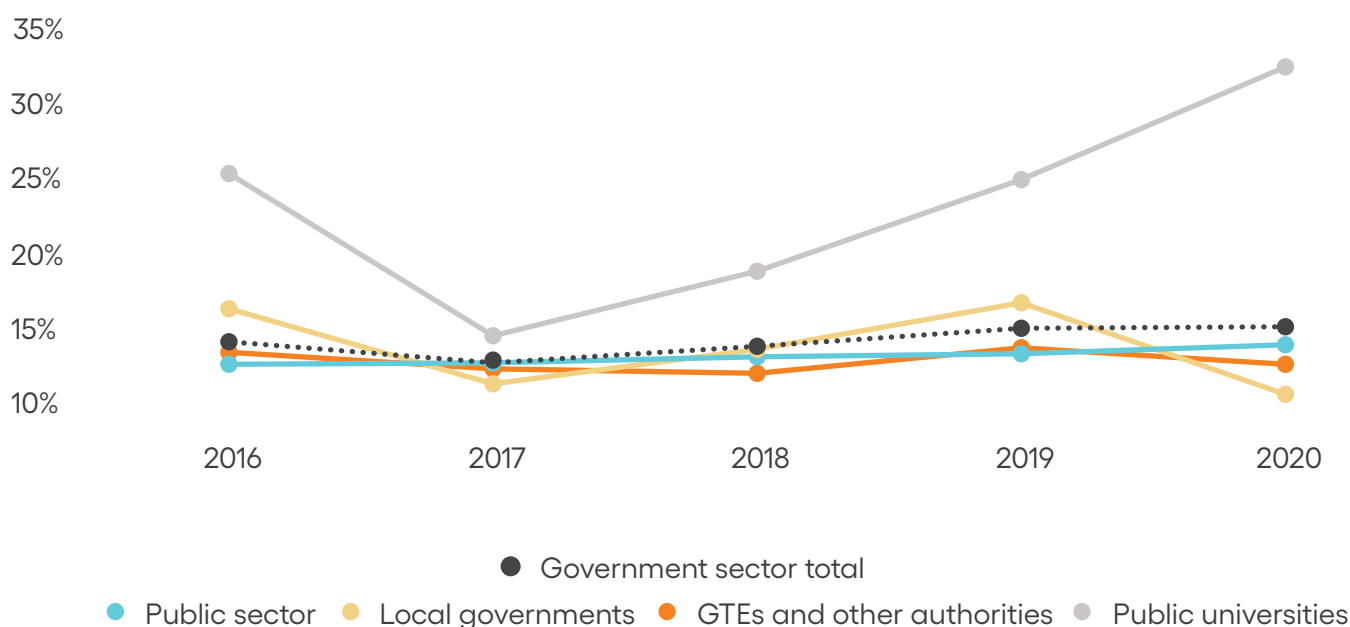


# Culturally and linguistically diverse people

**In March 2020, 23,082 government sector employees (15.1%) identified as culturally and linguistically diverse, an increase of 1,360 from March 2019.**

- Across the government sector, the total representation of culturally and linguistically diverse people has increased in the last five years.
- The number of culturally and linguistically diverse people employed in public universities has increased over the last five years from 2,647 (25.3%) in 2016 to 4,735 (32.4%) in 2020. Representation appears to be increasing, however the reliability of this data is undermined by relatively low response rates (see [Appendix 1](#)).
- In the public sector in 2020, the number of culturally and linguistically diverse people was at its highest since 2016, with 14,320 employees (13.9%).
- In local governments, while the representation of culturally and linguistically diverse employees declined from 16.3% in 2016 to 10.6% in 2020, the number of employees in this diversity group has remained relatively stable.

**Figure 7: Representation of culturally and linguistically diverse people in the government sector, March 2016 to March 2020**





2019 trainee squad graduates at the WA Police Academy

Photo courtesy of WA Police Force

## Culturally and linguistically diverse cadets: WA Police Force

To address the low representation of culturally and linguistically diverse employees, the WA Police Force used sections 50(d) and 51 of the EO Act to include culturally and linguistically diverse people in its cadet program.

The result was a squad of 10 culturally and linguistically diverse trainees – the first specifically recruited group in the history of the Police Force.

Trainees are aged between 25 and 48 years, and were born overseas in countries including Kenya, India, China, Pakistan, Malaysia, Belgium and Brazil. Collectively they speak 10 different languages.

After initial training at the Police Academy, the group started work at various metropolitan police stations, helping the Police Force support WA's increasingly diverse communities.

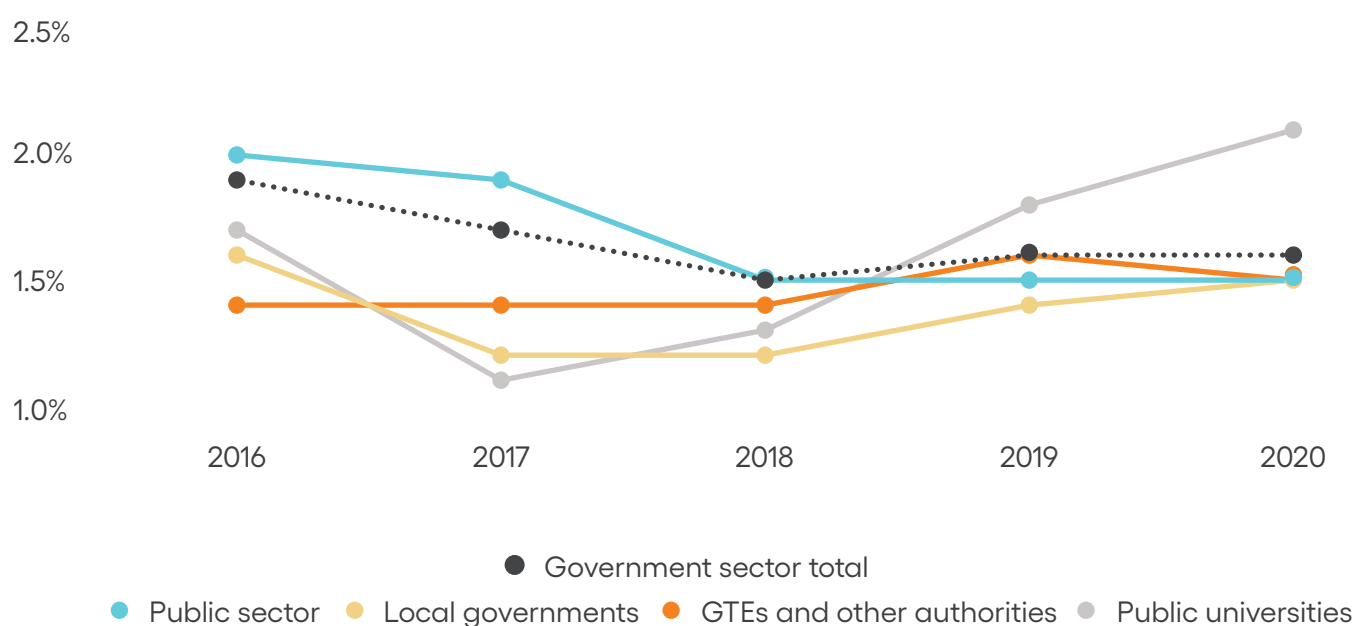


# People with disability

**In March 2020, 2,437 government sector employees (1.6%) identified as having disability, an increase of 69 from March 2019.**

- In the public sector, representation of people with disability has remained stable at 1.5% for the past three years.
- While government trading enterprises and other authorities achieved a high response rate of 90%, the actual representation of people with disability has remained low over the past three years at an average of 1.5%.
- The representation of people with disability employed in public universities has increased over the last five years, from 1.7% in 2016 to 2.1% in 2020. Representation appears to be increasing, however the reliability of this data is undermined by low response rates (see [Appendix 1](#)).

**Figure 8: Representation of people with disability in the government sector, March 2016 to March 2020**





Recognising International Day of People with Disability

Photo courtesy of National Disability Services

## National Disability Services partnership

National Disability Services (NDS) is working with the Public Sector Commission to increase employment of people with disability in the public sector.

Eight agencies have partnered with NDS to access a self-assessment tool and disability employment confidence training along with information, guidance and support:

- Department of Biodiversity, Conservation and Attractions
- Department of Communities
- Department of Fire and Emergency Services
- Department of Mines, Industry Regulation and Safety
- Department of Water and Environmental Regulation
- Insurance Commission of Western Australia
- Public Sector Commission
- Western Australian Electoral Commission.

This partnership has been extended to July 2021 so work can continue on improving employment outcomes for people with disability in the public sector.

Western Power recently joined the partnership and NDS is continuing discussions with other agencies to extend the program next year.

## Access Ability Day at The Perth Mint

The Perth Mint hosted five jobseekers with disability on Access Ability Day in November 2019, giving them an insight into the variety of workplaces and roles at the Mint.

The organisation also partnered with Job Access for a 12 month National Disability Coordinator Program which resulted in:

- a full recruitment audit and review leading to improved recruitment processes
- a partnership with two local disability employment service providers
- rollout of company-wide disability awareness training
- implementation of a workplace adjustment policy.



# People of diverse sexualities and genders

- Government sector organisations do not currently report data to measure representation of employees of diverse sexualities and genders.
- While data is routinely reported on employees who identify as neither male nor female, this does not reflect the full range of diverse sexualities and genders. Across the entire government sector less than 0.1% of all employees identify as being neither male nor female.
- Work is underway to improve data collection relating to employees of diverse sexualities and genders.



Department of Communities staff celebrating at the 2019 Perth Pride parade

Photo courtesy of Department of Communities

## Tick of approval for East Metropolitan Health Service

This year, the mental health inpatient service at Royal Perth Hospital and Bentley Hospital became the first public health service in WA – and the third in Australia – to achieve the Rainbow Tick accreditation.

The accreditation requires achievement against nationally agreed standards for safe and inclusive services to lesbian, gay, bisexual, transgender and intersex (LGBTI+) people, and was the culmination of two years' work by the Rainbow Tick Focus Group.

The group included lived experience representatives, LGBTI+ staff and Rainbow allies who worked to improve culture and practices at the hospitals, ensuring greater inclusivity of patients, carers and staff who may identify as being sexually, gender or bodily diverse.

## Parading with pride at Department of Communities

A number of public sector agencies participated in the Perth Pride Parade including the Department of Communities where staff marched for the first time. Wearing the colours of the rainbow, they took part in PrideFEST celebrations which marked 30 years of Pride in WA.

"To see so many different organisations marching was fantastic," said Director General Michelle Andrews.

"I feel that, by joining in, we showed LGBTI+ people that they are seen and valued, and that as a department we embrace diversity and being true to one's self. It's also so important for children and young people to see how much support there is for the LGBTI+ community."

## Diversity profiles

### Public sector

- There were 146,343 people employed in the public sector in March 2020.
- Of a total of 119 public sector agencies, 86 reported having equal employment opportunity or workforce and diversity management plans.

**Table 1. Public sector representation rates, 2016 to 2020**

	2016 %	2017 %	2018 %	2019 %	2020 %
Women	72.3	72.7	72.4	72.8	72.7
Identify as neither male nor female	N/A	<0.1	<0.1	<0.1	<0.1
Women in Senior Executive Service	32.9	34.2	33.3	36.0	42.5
Women in management tier 1	22.9	22.2	28.8	30.7	35.1
Women in management tier 2	38.2	39.4	43.4	44.0	44.2
Women in management tier 3	42.8	44.5	48.6	49.1	51.3
Aboriginal and Torres Strait Islander people	2.7	2.7	2.7	2.7	2.7
People with disability	2.0	1.9	1.5	1.5	1.5
Culturally and linguistically diverse people	12.6	12.7	13.1	13.3	13.9
Youth (aged 24 and under)	4.4	4.4	4.3	4.2	4.1
Mature (aged 45 and over)	52.6	52.6	52.1	52.5	52.6

# Local governments

- There were 23,973 people employed in local governments in March 2020.
- Of a total of 145 local governments, 109 reported having equal employment opportunity or workforce and diversity management plans.

**Table 2: Local governments representation rates, 2016 to 2020**

	2016 %	2017 %	2018 %	2019 %	2020 %
Women	54.1	54.4	54.1	54.5	55.1
Identify as neither male nor female	N/A	0.0	<0.1	<0.1	<0.1
Women in management tier 1 (indoor)	8.8	10.3	11.6	19.4	14.8
Women in management tier 2 (total)	29.7	32.1	31.7	31.9	32.2
Women in management tier 2 (indoor)	33.3	35.3	34.4	34.9	34.6
Women in management tier 2 (outdoor)	8.6	8.3	10.7	6.0	5.3
Women in management tier 3 (total)	37.4	34.9	37.1	40.2	39.7
Women in management tier 3 (indoor)	45.5	41.9	42.7	45.0	43.4
Women in management tier 3 (outdoor)	12.4	12.1	14.1	20.2	5.9
Aboriginal and Torres Strait Islander people (total)	2.1	1.7	2.2	2.5	2.8
Aboriginal and Torres Strait Islander people (indoor)	1.5	1.0	1.6	1.5	1.7
Aboriginal and Torres Strait Islander people (outdoor)	3.9	3.8	4.2	5.6	6.2
People with disability (total)	1.6	1.2	1.2	1.4	1.5
People with disability (indoor)	1.3	0.9	1.0	1.1	1.2
People with disability (outdoor)	2.5	2.2	1.7	2.2	2.3
Culturally and linguistically diverse people (total)	16.3	11.3	13.6	16.7	10.6
Culturally and linguistically diverse people (indoor)	17.9	11.7	13.9	18.0	11.4
Culturally and linguistically diverse people (outdoor)	12.0	9.0	12.9	12.2	8.2
Youth (aged 24 and under) (total)	13.9	13.3	12.1	11.7	12.3
Youth (aged 24 and under) (indoor)	16.2	14.6	13.8	13.1	13.7
Youth (aged 24 and under) (outdoor)	6.6	9.6	6.9	7.5	8.3
Mature (aged 45 and over) (total)	45.0	46.9	48.7	48.4	48.0
Mature (aged 45 and over) (indoor)	40.4	42.9	44.5	43.8	43.5
Mature (aged 45 and over) (outdoor)	59.3	57.8	61.8	62.4	61.2

# Public universities

- There were 21,684 people employed in public universities in March 2020.
- All four public universities reported having equal employment opportunity or workforce and diversity management plans.

**Table 3. Public universities representation rates, 2016 to 2020**

	2016 %	2017 %	2018 %	2019 %	2020 %
Women	60.0	60.0	60.6	57.1	60.5
Identify as neither male nor female	N/A	0.0	<0.1	<0.1	0.1
Women in management tier 1 (academic)	25.0	75.0	75.0	75.0	75.0
Women in management tier 2 (academic and general)	44.4	45.7	45.5	46.7	33.3
Women in management tier 2 (academic)	41.4	46.4	48.1	50.0	35.5
Women in management tier 2 (general)	57.1	42.9	33.3	33.3	25.0
Women in management tier 3 (academic and general)	44.1	45.9	46.1	42.9	47.2
Women in management tier 3 (academic)	38.3	35.9	36.2	35.2	43.7
Women in management tier 3 (general)	50.0	55.9	56.4	50.0	50.5
Aboriginal and Torres Strait Islander people (total)	1.1	0.7	1.5	1.3	2.0
Aboriginal and Torres Strait Islander people (academic)	1.1	0.6	1.2	1.1	1.6
Aboriginal and Torres Strait Islander people (general)	1.1	0.8	1.8	1.4	2.3
People with disability (total)	1.7	1.1	1.3	1.8	2.1
People with disability (academic)	1.8	0.9	0.9	1.9	1.8
People with disability (general)	1.6	1.2	1.6	1.8	2.4
Culturally and linguistically diverse people (total)	25.3	14.5	18.8	24.9	32.4
Culturally and linguistically diverse people (academic)	30.1	15.0	19.2	28.2	33.4
Culturally and linguistically diverse people (general)	22.2	14.1	18.5	22.1	31.5
Youth (aged 24 and under) (total)	7.0	6.7	10.4	9.4	9.9
Youth (aged 24 and under) (academic)	2.4	2.1	5.0	4.8	5.9
Youth (aged 24 and under) (general)	11.0	10.8	15	13.5	13.9
Mature (aged 45 and over) (total)	35.7	36.7	41.7	40.6	41.4
Mature (aged 45 and over) (academic)	40.2	42.7	46.5	45.1	45.8
Mature (aged 45 and over) (general)	31.8	31.4	37.4	36.5	37.2



# Government trading enterprises and other authorities

- There were 16,853 people employed in government trading enterprises and other authorities in March 2020.
- Of a total of 17 government trading enterprises and other authorities, 16 reported having equal employment opportunity or workforce and diversity management plans.

**Table 4. Government trading enterprises and other authorities representation rates, 2016 to 2020**

	2016 %	2017 %	2018 %	2019 %	2020 %
Women	28.9	29.1	29.4	30.0	29.8
Identify as neither male nor female	N/A	0.0	0.0	0.0	0.2
Women in management tier 1	11.8	11.8	12.5	17.9	18.8
Women in management tier 2	23.5	22.8	26.4	31.4	28.8
Women in management tier 3	21.4	31.9	30.3	32.4	28.4
Aboriginal and Torres Strait Islander people	1.7	2.0	2.1	2.7	2.9
People with disability	1.4	1.4	1.4	1.6	1.5
Culturally and linguistically diverse people	13.4	12.3	12.0	13.7	12.6
Youth (aged 24 and under)	5.0	4.5	4.2	3.8	4.1
Mature (aged 45 and over)	43.5	42.6	43.7	43.2	45.0

# Appendix 1: Data quality statement

## Data sources

### Equal employment opportunity annual collection

This collection requested information from 145 local government entities, 15 government trading enterprises and four public universities. A 100% response rate was achieved. The collection opened on Monday 1 and closed on Friday 19 June 2020, and was administered through the Public Sector Commission's online collection tool, Qualtrics.

All data collected related to the period 1 April 2019 to 31 March 2020.

Workforce data for two 'other authorities' (WA Police Force and parliamentary electorate offices) was obtained through the March 2020 quarter Human Resource Minimum Obligatory Information Requirement workforce data (see below). This was combined with data reported by the 15 government trading enterprises to form the 'government trading enterprises and other authorities' reporting group.

### Equal employment opportunity management plans

In the online collection, responding entities were asked whether they had equal employment opportunity management plans or workforce and diversity management plans or no management plans in place. The count of local governments, universities and government trading enterprises that had plans in place reflects those respondents that reported having either equal employment opportunity management plans or workforce and diversity management plans.

## Workforce information

Workforce data provided by respondents comprised information on all employees paid in the last pay period of March 2020, and information on all casual employees employed at any time between 1 April 2019 and 31 March 2020 whether paid or not in the last pay period of March 2020. This was consistent with the approach and data definitions in previous years.

Following the close of the collection, a data quality assurance process was undertaken in consultation with agencies and some changes were made to workforce data provided. This quality assurance process focused on ensuring workforce data spreadsheets were complete, filled out consistently and contained meaningful data. Some errors and omissions (such as blank fields for 'unknown' or clearly erroneous dates of birth) were amended by the Commission. Where broader data quality matters were identified, organisations were contacted to clarify or resubmit data. Information presented in this report reflects the updated data set.

As reported, data for two public universities showed unusually low rates of sharing diversity information. At the time of publishing this report, the Commission was working with them to identify and, where possible, address these matters. Where response rates are lower than 70%, diversity representation rates may be unreliable.

### Changes since the 2019 collection

In light of the Director's review of the data collection and the impacts of the COVID-19 pandemic, some questions from the 2019 collection were not included in the 2020 collection. In 2019, responding organisations were required to provide a breakdown of activities undertaken for each diversity group. This level of detail was not requested in the 2020 collection. As a result, it is not possible to compare the activities undertaken by sectors for diversity groups between these two collections.

In the 2019 collection, organisations were able to report aggregate workforce data in an online survey tool or could choose to provide detailed workforce data in a spreadsheet containing key fields for individual employees such as date of birth, gender and diversity status. Just over half (55%) of responding organisations used the online survey tool in 2019, with 45% providing detailed workforce data via spreadsheets.

In 2020, the spreadsheet based approach was standardised for all organisations. The consistency of this approach in 2020 has allowed more detailed, consistent and reliable analysis across all sectors.

A key impact of switching methodologies was a change in how diversity representation was calculated.

- For organisations reporting via the online survey tool, the number of employees who had responded to a diversity questionnaire was taken as the 'valid responses' or denominator for calculating diversity representation. Employees who did not respond to a diversity questionnaire were omitted from diversity representation rate calculations. As a result, the valid response rate was taken to be the same for Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people, and people with disability for these organisations.
- For organisations using the spreadsheet based approach, each employee's diversity status for the three groups above was denoted as 'yes', 'no' or 'unknown'. This allowed independent response rates to be calculated for each diversity group.
- The consistency of approach in 2020 with all organisations reporting via spreadsheet allowed more detailed analysis across the different sectors including identifying areas for improvement in future collections (see notes on public universities on page 26).

## Public sector entity annual collection

This collection requested information from 119 public sector agencies. Information from this collection used for the Director's annual report relates to activities undertaken and planned in relation to diversity, and the provision of equal employment opportunity management plans.

The collection opened on Friday 3 July and closed on Friday 21 August 2020, and was administered through the Public Sector Commission's online collection tool. A 100% response rate was achieved from public sector agencies.

All data collected for the Director's annual report related to the period 1 April 2019 to 31 March 2020.

The same quality assurance processes were applied to this collection as detailed in this statement.

### Changes since 2019 survey

In line with the equal employment opportunity annual collection, questions relating to equal employment opportunity in the 2020 collection were streamlined compared to the 2019 collection.

In the public sector, some agencies are supported by departments or larger entities. These entities may have none or few of their own employees, with the majority of employees provided by the department. In 2020, entities were able to advise that another department or entity would respond to the annual collection on their behalf. For the purposes of counting equal employment opportunity management plans or workforce and diversity management plans, where a department or entity responded on behalf of another, both entities were considered to have the same response. That is, if a department responded that it did have an equal employment opportunity management plan, it was assumed that this covered the other entities it was answering on behalf of.

## Human Resource Minimum Obligatory Information Requirement March 2020 collection

Workforce diversity data for all public sector agencies, the WA Police Force and parliamentary electorate offices was drawn from the Human Resource Minimum Obligatory Information Requirement workforce data and reflected employees current at the final pay period in March 2020.

### Other relevant definitions and notes

Definitions and methodologies applied are online at [About our workforce data](#).

Diversity representation rates were calculated based only on employees who provided valid responses (yes or no) to whether they identified with particular diversity groups. Where fewer than 70% of employees provided such a response (that is, more than 30% of employees had unknown diversity status), information may not be deemed as reliable. All diversity representation data should be considered in light of the relevant sector's valid response rates.

Public sector gender pay gap calculations were based on the median salary of all active contracts based on gender (male or female only) of employees holding the contracts. As salary information was not collected from public universities, government trading enterprises and local governments, no pay gap calculations can be provided beyond the public sector.

All data was accurate as reported to the Public Sector Commission by contributing agencies.

Some table totals may not add up to 100% due to rounding.

Data was provided for the last five financial years as at March each year. Previous years' data is in the [Director's annual reports](#).

Data reported here was based on 31 March data. It may vary from data reported in other Public Sector Commission publications (such as State of the Western Australian Government Sector) which draw on 30 June and/or annualised figures.

