



Mr Tim Watling
Committee Secretary
Senate Standing Committee on Education, Employment and Workplace Relations
Parliament House
Canberra ACT 2600

Dear Mr Watling

I am writing to you in response to a question on notice taken by Dr Kathleen MacDermott at your Committee's hearing in Melbourne on 18 April 2012. Dr MacDermott was appearing on behalf of the Women's Electoral Lobby.

Dr MacDermott has forwarded me a copy of her letter to you dated 23 April 2012, which notes that she has discussed the question on notice with me, and we agreed that the Commission is better placed to provide an answer to the Committee.

The Commission collects data on people employed in the Australian Public Service (APS) through two main sources: the APS Employment Database (APSED) and a survey of employees for the annual State of the Service report (SOSR).

APSED contains information on all people employed under the *Public Service Act 1999*. As the data is recorded on a unit record basis, all variables can be analysed against each other, and over time. For example, variables such as classification profile, promotion outcomes, part-time work, age profile, length of service, remuneration, mobility between agencies, educational qualifications, engagement and separation rates can all be analysed by sex.

The SOSR employee survey collects employees' views on a range of topics relevant to their employment. Sex is included as a variable in the questionnaire, and can be analysed against items such as employee engagement, views on work-life balance, bullying and harassment, and carer responsibilities. Many of the questions are asked annually, so the results can be compared over time.

Examples of analysis using both APSED and SOSR data can be found in the latest State of the Service report at <http://www.apsc.gov.au/stateoftheservice/1011/index.html> and in the APS Statistical Bulletin at <http://www.apsc.gov.au/stateoftheservice/1011/statsbulletin/index.html>.

Yours sincerely

David Schmidtchen
Group Manager
Human Capital Research and Evaluation
27 April 2012