



**Australian Government**  
**Australian Public Service Commission**

Australian Public Service Commissioner

Senate Finance and Public Administration References Committee  
Secretary  
PO Box 6100  
PARLIAMENT HOUSE ACT 2600  
Email: [fpa.sen@aph.gov.au](mailto:fpa.sen@aph.gov.au)

Dear Secretary,

I provide a submission in response to the Committee's Inquiry into workplace gender segregation and its impact on women's economic equality.

Yours sincerely

John Lloyd PSM  
3 February 2017

**Comparability with other jurisdictions, including gender segregation in tertiary education courses;**

1. I consider the state jurisdictions and the public sectors of other OECD nations to be comparable jurisdictions with respect to the Australian Public Service.
2. In terms of broader trends, gender segregation is most pronounced in the industries of Health Care, Social Assistance and Education. Commonwealth agencies with responsibility for these policy areas typically have the highest representation of women.
3. Women in the Australian Public Service are underrepresented in roles that require tertiary studies in Science, Technology, Engineering and Mathematics. This trend applies across the sector, even in female-dominated departments. For example, the majority of employees working in the IT area of the Department of Human Services are male.

**Economic consequences and factors driving gender segregation**

4. Gender segregation is a factor that contributes to the gender pay gap. I note that research indicates this disparity is less pronounced in the public sector, however it still exists.

**Appropriate remedies**

5. In 2016 the Australian Public Service Commission released *Balancing the Future: The Australian Public Service Gender Equality Strategy 2016-2019* (<http://www.apsc.gov.au/gender-equality>) which seeks to address gender equality in the Australian Public Service.
6. This strategy focuses on changing culture through leadership, flexibility, and innovation.
7. Agencies are obliged to set tailored, but ambitious, gender equality stretch targets across all leadership levels and business areas.
8. Agency heads are to be accountable through their performance agreements for meeting these targets over the life of the Strategy, towards an overarching goal of 50-50 gender balance.
9. Agencies are required to monitor and report on their progress against actions taken under the gender equality strategy. The Australian Public Service Commission provides support to these agencies in addition to evaluating and reporting on the Australian Public Service's progress.