

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2013–2014

Outcome 1 - Employment

Department of Employment Question No. EM0167_14

Senator Moore asked on 27 February 2014, Hansard page 74

Question

Data Sources

Senator MOORE: Is there any alternative to getting this data?

Ms Conway: No, this data is unique. There is no other data of this nature available in Australia.

Ms Wood: There is no single data set that covers everything that is in this data, and this data is at organisational level. There are other data sets that cover some of the issues. There is some ABS data and there are some other collections that cover some of the components of what is in this reporting.

Senator MOORE: Do they cover all the workplaces?

Ms Wood: Where it is ABS data it would.

Senator MOORE: Is that annual ABS data or is that data collections that take place over a sequential period?

Ms Wood: There would be some that are annual and there would be some that are sporadic ABS publications.

Senator MOORE: Is it possible to find that out? Can you put on notice to see what alternative data sources there are? That would be very useful.

Ms Wood: We can certainly do that.

Answer

The data collected under the reporting requirements of the *Workplace Gender Equality Act 2012* is an annual census of employers with more than 100 employees. The data relates to six Gender Equality Indicators and a workplace profile. These are:

- Workplace Profile
- Gender Equality Indicator 1 – Gender composition of workforce
- Gender Equality Indicator 2 – Gender composition of governing bodies of relevant employers
- Gender Equality Indicator 3 – Equal remuneration between women and men
- Gender Equality Indicator 4 – Availability and utility of employment terms, conditions and practices relating to flexible working arrangements supporting employees with family or caring responsibilities
- Gender Equality Indicator 5 – Consultation with employees on issues concerning gender equality in the workplace
- Gender Equality Indicator 6 – Sex-based harassment and discrimination

There are a number of alternative data sources that provide information on issues related to gender equality in the workplace. These include:

- Australian Bureau of Statistics, Average Weekly Earnings (Cat. No. 6302.0) – total remuneration and gender pay gap, twice yearly covering a sample of approximately 5500 employer units from ABS Business Register (Workplace Profile, Indicator 3).
- Australian Bureau of Statistics, Employee Earnings and Hours (Cat. No. 6306.0) – composition and distribution by gender of earnings and hours, as well as information on how employees' pay is set. Random sample of employers from the ABS Business Register, then a random select sample of employees from their payrolls. This survey covers approximately 55 000 employees and is conducted every two years (Indicator 3).
- Australian Bureau of Statistics, Labour Force, Australia (Cat. No. 6202.0) - number of hours worked by gender including full-time, part-time and casual; occupations and industry, based on the monthly Labour Force Survey containing estimates of employed and unemployed persons classified by sex, full-time/part-time status, states and territories and some age groups; and persons not in the labour force. Survey covers approximately 26 000 private dwellings and a list sample of non-private dwellings, covering approximately 0.32 per cent of the civilian population aged 15 years and over (Workplace Profile).
- Australian Bureau of Statistics, Pregnancy and Employment Transitions Survey (Cat. No. 4913.0) – flexible working arrangements for women, occasional survey last conducted as part of the November 2011 supplement to the monthly Labour Force Survey (Indicator 4).
- Graduate Careers Australia, Australian Graduate Survey – provides information on new higher education graduates by gender including labour market activity. Survey of new higher education graduates in 2012, voluntary responses were sought from almost 174 000 Australian resident graduates, of which 60.7 per cent replied (Indicator 3).
- National Centre for Vocational Education Research – provides details by gender on all persons employed under a training contract, including training rates and duration of training. Quarterly and annual publications on apprentices and trainees including training rates, training duration and completion and attrition rates (Indicator 3).
- Workplace Agreements Database – collects information on all Federal Workplace Agreements, including entitlements set out in the Agreements (but not on use). Data is collected at the time that the Enterprise Agreement is made (every 3–4 years) (Workplace Profile, Indicators 1, 4).
- Australian Securities Exchange (and the ASX Diversity Report) – listed companies disclose in each annual report the proportion of women employees in the organisation, women in senior executive positions and women on the board. Companies can voluntarily disclose their policies or provide unit level data on gender-related issues publicly (as a listing requirement). This policy should include requirements for the board to establish measurable objectives for achieving gender diversity for the board

to assess annually both the objectives and the progress in achieving them. Companies must also report when they do not have policies in place and provide an explanation under an 'if not why not?' provision (Workplace Profile, Indicators 1, 2).

- Australian Institute of Company Directors – 'real time' updates of board appointments by gender for ASX 200 companies (Indicator 2).
- Workplace Gender Equality Agency, Australian Census of Women in Leadership – measures the number of women in board and senior executive positions in the ASX 500 (prior to 2012, measurement was for the ASX 200) (Indicator 2).
- Morningstar DatAnalysis database (provides information on companies listed on the Australian Securities Exchange) and individual company annual reports (Indicators 1, 2).
- Fair Work Commission, Australian National Workplace Relations Study – will collect data from employers and employees on issues affecting their workplace including wages, pay equity and a workplace profile. The first study will be undertaken in 2014 covering approximately 3300 enterprises and up to 20 employees from each enterprise (Workplace Profile, Indicators 3, 4, 5).
- Centre for Work and Life, Australian Work and Life Index – a national survey of work-life outcomes among working people, including gender analysis. Collections vary every year and recent publications have included work, home and care; holiday leave; flexibility requests and work-life balance; workplace culture; and working time. The next publication is due in 2014. The survey uses a random sample of Australian residents using computer assisted telephone interviews (Indicator 4).
- Australian Human Rights Commission – Pregnancy and Return to Work National Review – currently underway to assess the prevalence, nature and consequences of discrimination at work related to pregnancy and during, or on return to work after parental leave. Also examines employer challenges. The survey will be conducted by telephone and some interviews, as well as analyses of the adequacy of existing laws and policies (Indicator 6).
- Australian Human Rights Commission, Male Champions of Change – is a group of Australia's most influential and diverse CEOs and Chairpersons that use their collective influence and commitment to ensure the issue of women's representation in leadership is elevated on the national agenda. Two reports have been published so far by the Male Champions of Change:
 - 'Accelerating the advancement of women in leadership: listening, learning, leading' (2013)
 - 'Our experiences in elevating the representation of women in leadership' (2011) (Workplace Profile, Indicators 1, 2, 4).
- The Household, Income and Labour Dynamics in Australia (HILDA) Survey is a broad social and economic longitudinal survey, with particular attention paid to family and household formation, income and work by gender (Workplace Profile, Indicators 1, 3, 4).