



This session is being recorded.

Workplace Gender Auditing analysing your audit data, 2021

INDICATOR 1: Gender composition of all levels of the workforce

INDICATOR 2: Gender composition of governing body

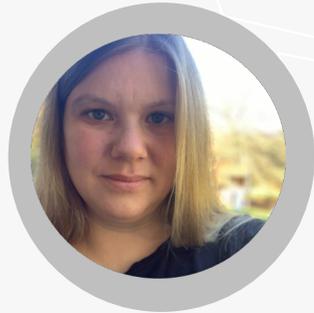


In the room today



Facilitator

Jen Branscombe
GenderWorks Australia



Facilitator

Kathy Oliver
GenderWorks Australia



Participants

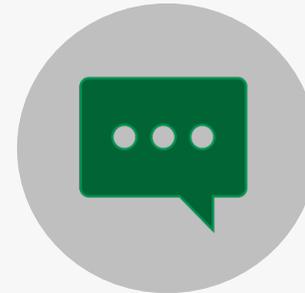
80 entities

Ways of working



Safety and Support

Your EAP Provider
1800 Respect | Safe Steps



Chat Function

Ask questions, note comments
We will monitor and respond



Session Focus

Focus on analysing your data
Not challenges completing template
Not challenges with manipulating data

Context for data analysis support



The Commission is working on troubleshooting the template.

.v3 due for release by end June

GenderWorks is developing data analysis guidance on behalf of the Commission

AGEP is supporting entities to prepare for consultation, GEAP formulation

Indicator 1 – Data for Analysis

Gender composition of all levels of the workforce



Workforce data

Tables 1.1 Composition at each classification by gender
Sheet 1a – intersectional gender



Employee Experience data

No questions mapped
Please review Commission mapping for any updates for changes



Indicator 1: Indicative Reporting Template

Gender composition at each classification by employment basis as at 30 June 2021

3 components of the data to reflect on

- Classification by reporting level:** 0, -1, -2, -3 etc.
- Gender:** Women, Man, Self-Described Gender
- Employment basis:** FT, PT, C / Permanent, Contract



Indicator 1: What's in your Workforce dataset?

Table 1.1 Gender composition at each classification by employment basis as at 30 June 2021

* Note: please check v3 of the Indicative reporting template (once released late June) to confirm final table format

Classification by reporting level to CEO/head of business i) enter 0 for the CEO; ii) enter -1 for the level below CEO; and continue until all people are captured	Employee Level (your organisation's terminology)	Employment basis			Gender			
					W	M	S	Total employees
0	[optional]	Full-time permanent/ongoing	FT	O				
		Full-time contract (fixed-term)	FT	T				
		Part-time permanent/ongoing	PT	O				
		Part-time contract (fixed-term)	PT	T				
		Casual	CE	C				
-1	[optional]	Full-time permanent/ongoing	FT	O				
		Full-time contract (fixed-term)	FT	T				
		Part-time permanent/ongoing	PT	O				
		Part-time contract (fixed-term)	PT	T				
		Casual	CE	C				

Note: Table 1.1 will arrange the data *by classification level* so your approach to analysis may depend on how you've decided to map your classification levels.

- *Have you mapped your classification levels by reporting level to CEO?*
- *Have you mapped your classification EA levels?*
- *Have you mapped your classification levels by management levels & occupational group?*



Analysing your workforce data

Key principles

- Always disaggregate by *gender*, as your primary measure.
- You will only disaggregate by *intersectional identities* where you have data (and where privacy thresholds are met)

Overarching focus of your analysis – start here and build from this

- Does your aggregate data tell a different story to your data for individual genders?
- What differences do you see between genders?
- What differences do you see between genders and employment types?



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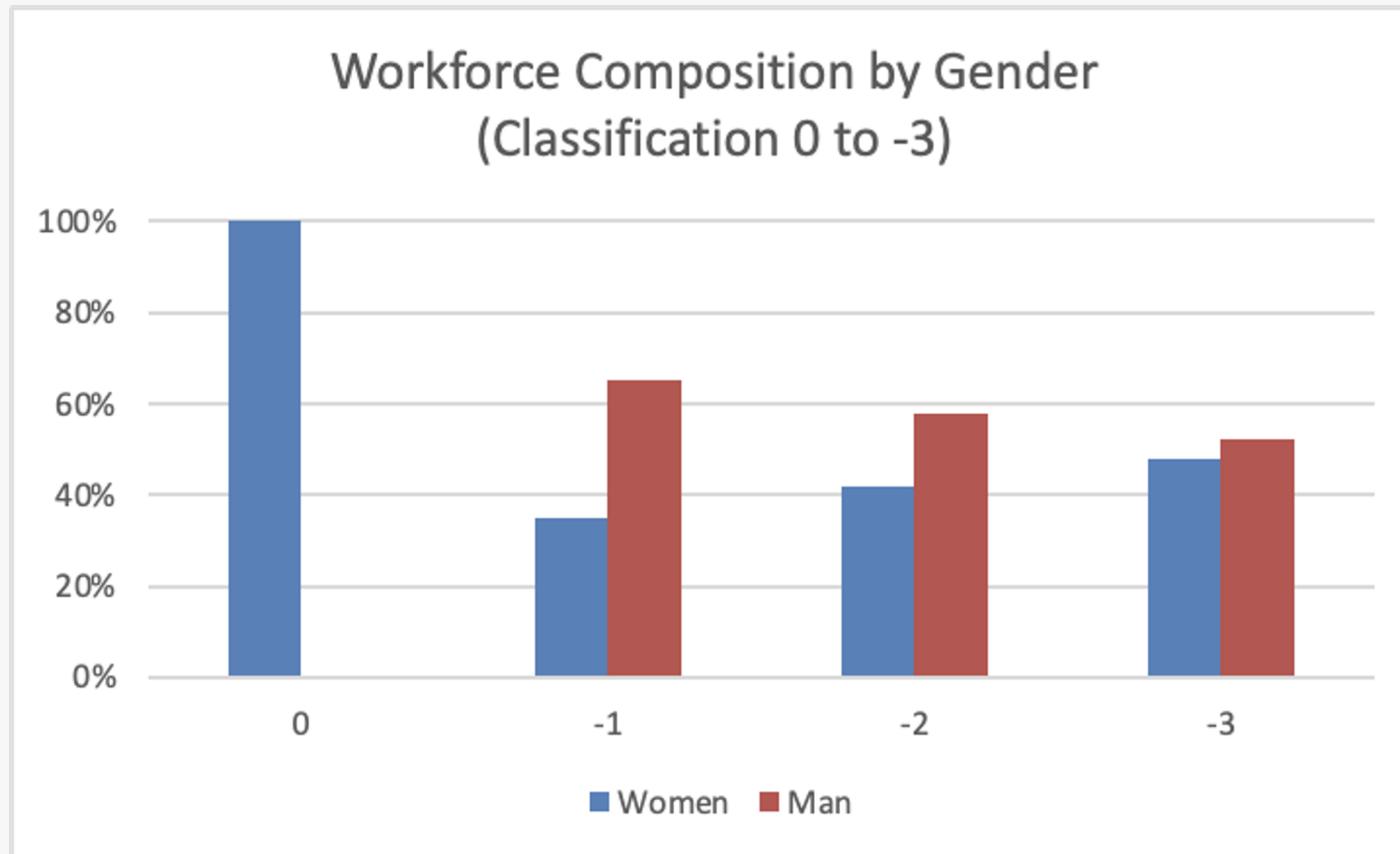
Analysing your workforce data

What kind of things can you look for in the data?

- ❖ **Compare your overall workforce gender composition, with composition at each classification level.** Are there differences in the way that gender composition plays out at each level, as compared to overall composition?
- ❖ **Compare the % of women at management/leadership levels.** Compare various tiers management. Does the % of women decline through tiers of management? Does it stay steady, does it decline?
- ❖ **Compare the % of women, men and gender diverse employees at each career stage.** What are the differences in women's representation at entry level through to senior level? Does the percentage of women at each career stage stay steady. Does it decline at each level as you move from below? Does it increase?
- ❖ **Compare the % of women, men and gender diverse employees at your graduate entry level.** What are the differences in composition at this level?



Sample analysis graph





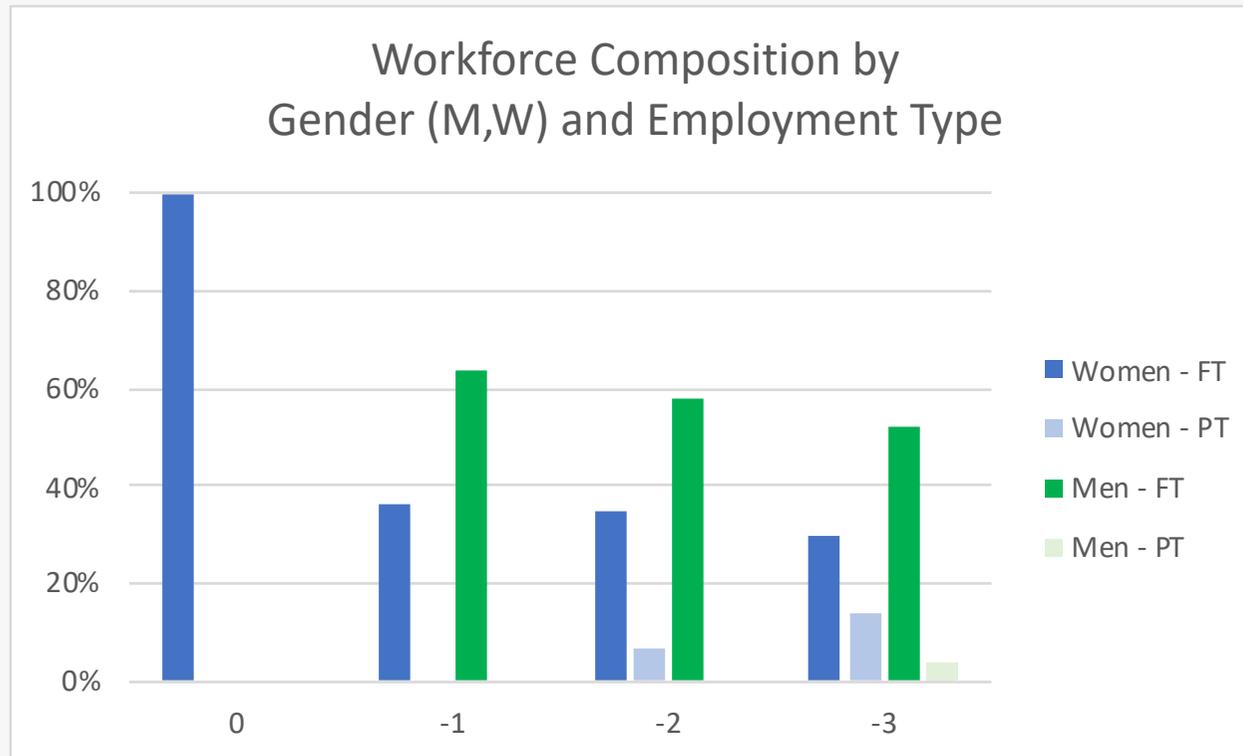
Analysing your workforce data cont.

What kind of things can you look for in the data?

- ❖ **compare the % of women, men and gender diverse employees at each level who work full-time and part-time.** Are there significant differences in how many women and men work part-time? Does the percentage of women and men working part-time stay steady as you move up from entry level through to senior level? Does it decline? Does it increase?
- ❖ **compare the % of women, men and gender diverse employees at each level who are in ongoing, temporary/fixed term or casual roles.** Do you see certain genders represented within certain employment types. Do you see differences in this representation as you move through classification levels?
- ❖ **compare the shift in part-time roles from junior to senior levels** - do you see a shift in part-time roles from junior to senior levels? Are there gendered differences in individuals in part-time roles?
- ❖ **if possible, compare the differences in gender representation for functional/support roles or for line/operational roles** – do you see a difference in gender representation.



Sample analysis graph





Analysing your workforce data - Intersectional

What can you look for in the data?

- ❖ **compare the % of women, men and gender diverse employees of different ages at each career stage.**
- ❖ **compare the % of women, men and gender diverse employees in leadership through a lens of:**
 - Gender and Aboriginality
 - Gender and disability
- ❖ **Consider the gaps in data compared to population data**
 - Does your data reflect current understanding of community representation of people from different cohorts? If not, why not?



Indicator 1: Limitations

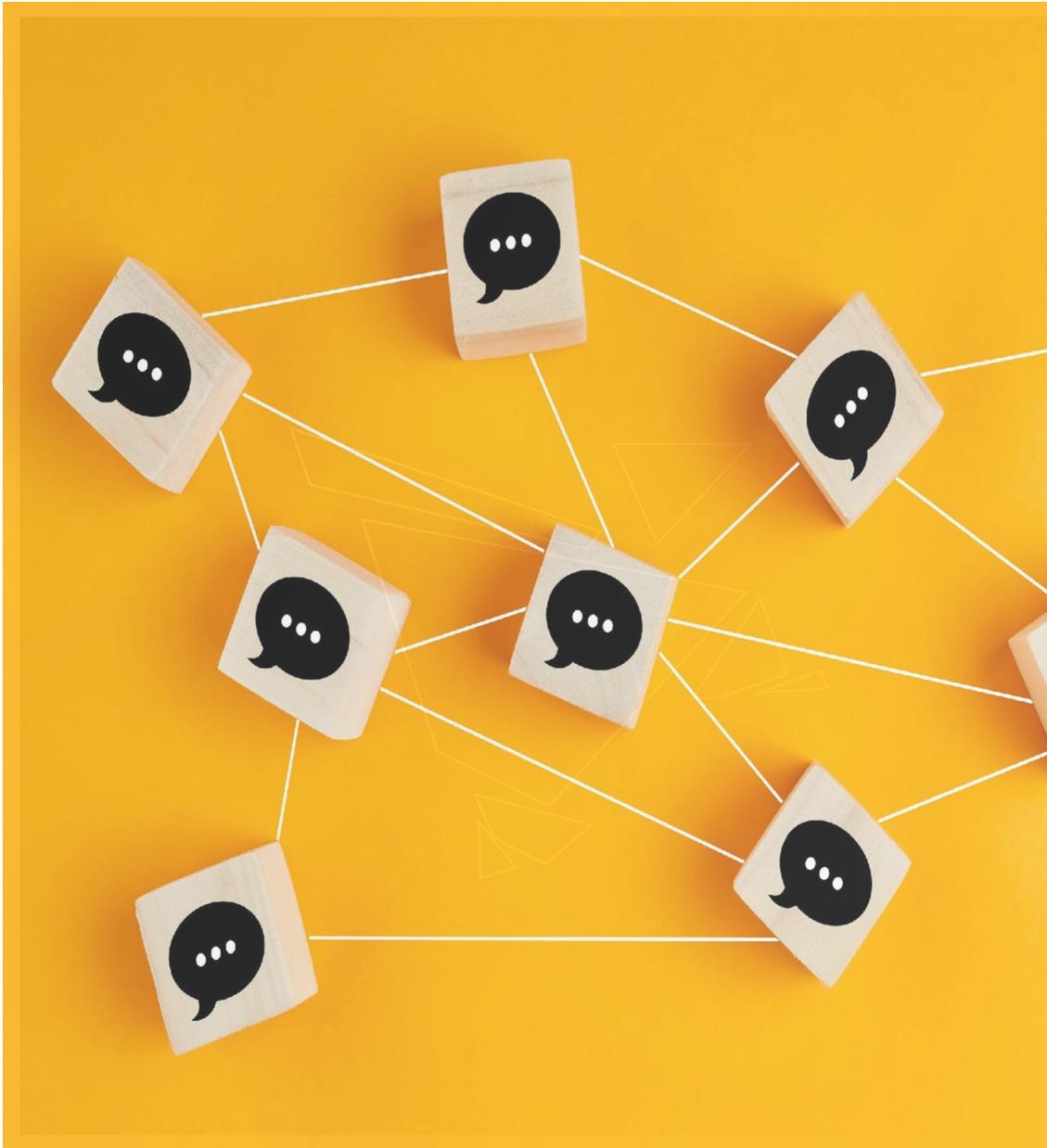
The data doesn't uncover the why, the impacts or any interventions? For example:

Part-time workers

- How are men who work part-time treated by their colleagues and leaders? What are their opportunities for career advancement?
- For women who work part-time how do they feel valued and supported to maintain flexibility and seek leadership opportunities?

Casual workforce

- What does it mean for an individual's career progression and sense of value in the workplace and how do people of different genders experience this?
- How does a possible lack of job security impact on someone's ability to secure or maintain housing, on someone's anxiety and mental health?
- What impacts does it have on superannuation and long-term poverty and homelessness?
- Are some roles casualised and not others, thereby reinforcing gender stereotypes?



Questions

15 minutes

Indicator 2 – Data for Analysis

Gender composition of governing body



Workforce data

Tables 2.1 Gender composition
of governing body
Sheet 2a – intersectional gender



Employee Experience data

No questions mapped
Governing body does not
respond to PMS / EES



Why was this measure included?

Business case for gender diversity on governing bodies, including:

- gender equitable representation results in 6.3% reduction in the pay gap for managers;
- greater productivity where gender diversity is present;
- improved business performance.

Women are underrepresented at all levels of leadership in Australia

- women make up 14.6% of Board Chairs

Defined entities ultimately have a duty to represent the Victorian public. Equitable representation for women, men and gender diverse people will ensure that broader community needs are identified and met.



Governing Body: What's in your Workforce dataset?

Table 2.1 *Chair*

Table 2.1 *Other members of governing body*

* Note: please check v3 of the Indicative reporting template (once released late June) to confirm final table format

Governing Body Position	Headcount		
	Women	Men	Self Described Gender
Chair			1
Other members of governing body	3		5
TOTAL	3		6
Percentage	33%		67%



Analysing your governing body data

What kind of things are we looking for in the data?

- ❖ **Compare the gender composition of your board with the gender composition of your organisation**
 - Are there differences in the way that gender composition plays out at governing body level, as compared with organisational data.
- ❖ **Reflect on the chair of your governing body**
 - Consider hierarchical trends for your organisation in relation to the gender of your chair. Is it shared equitably?
 - If one gender is under-represented what might this mean for decision-making in your organisation? What are the barriers to equitable representation over time.
- ❖ **Compare the gender composition of your board with the gender composition of boards in your sector (using VPSC data where available).**
 - What differences can you see?



Governing Body: What's in your Workforce dataset?

Sheet 2a All tables, by Aboriginality, age, disability, cultural identity, religion, sexual orientation

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Age

Please complete this table for people from each age range.

If you do not have data available for all columns, please still provide any data that is available

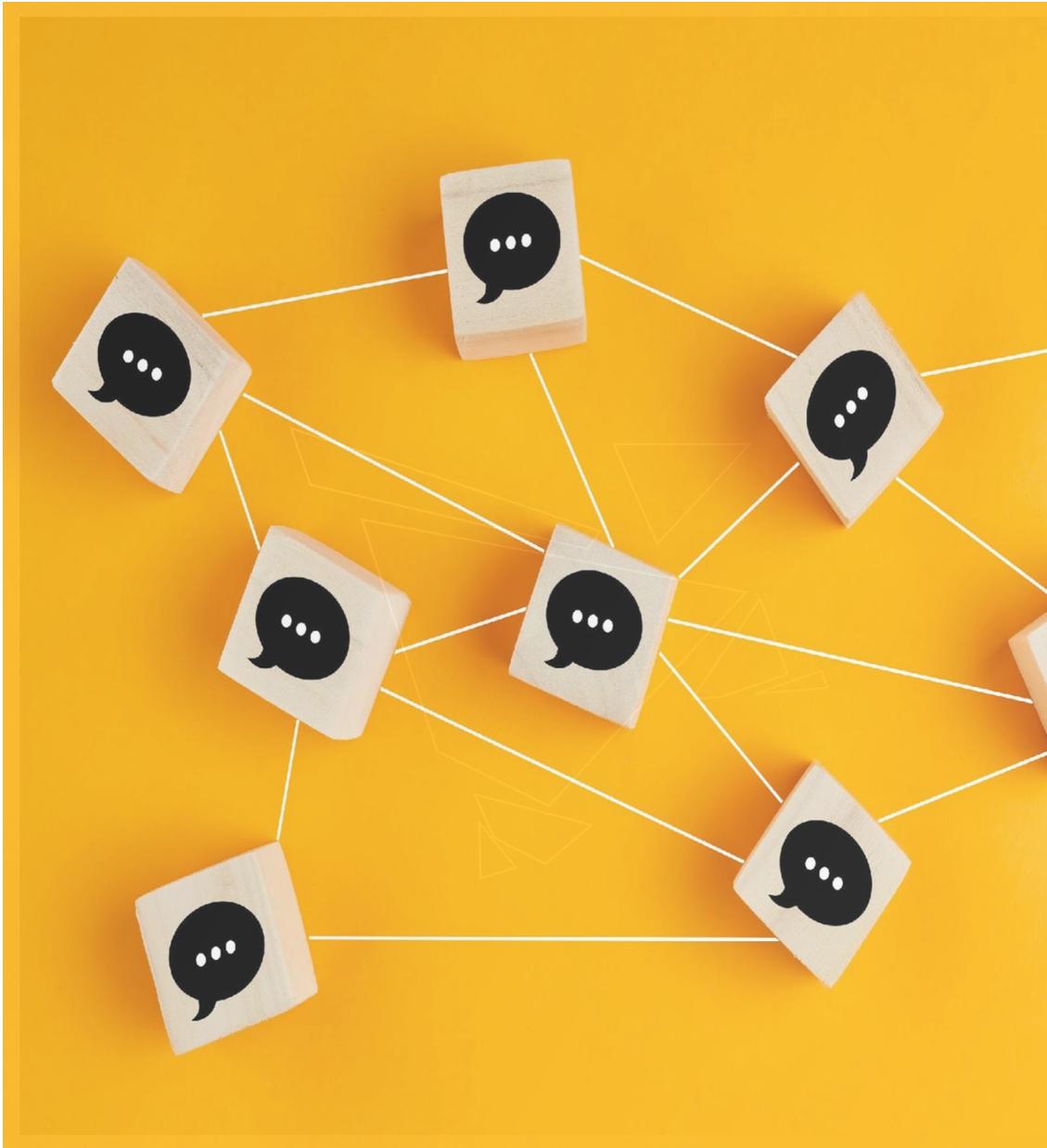
Age (hidden) gender	Headcount		Self Described Gender S
	Women W	Men M	
15-24 years			
25-34 years			
35-44 years			
45-54 years			
55-64 years			
65+ years			
TOTAL			
Percentage			



Analysing your governing body data - Intersectional

What can you look for in the data?

- ❖ **compare the # of women, men and gender diverse governing body members across each intersectional indicator for differences in representation**
- ❖ **Consider the gaps in data compared to population data**
 - Does your data reflect current understanding of community representation of people from different cohorts? If not, why not?



Questions

15 minutes

Thank you

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