Public Service Commission

Gender

Chapter 6

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Women

66.5% in 2023

+0.2pp vs 2022

Men

33.4% in 2023

**−0.2 pp** vs 2022

Non-binary

369 in 2023

+192 vs 2022

Note: 'pp' stands for percentage points.

Representation overview

The proportion of women in the NSW public sector has been trending upwards for more than a decade, and the NSW public sector continues to employ a much higher proportion of women than the broader NSW labour market[1]. Women made up 46.0% of the total NSW workforce in 2014, and 47.3% in 2023. In contrast, 66.5% of NSW public sector employees were women in 2023, up from 62.4% in 2014.

Figure 6.1: Percentage of women in the public sector workforce, 2014 to 2023
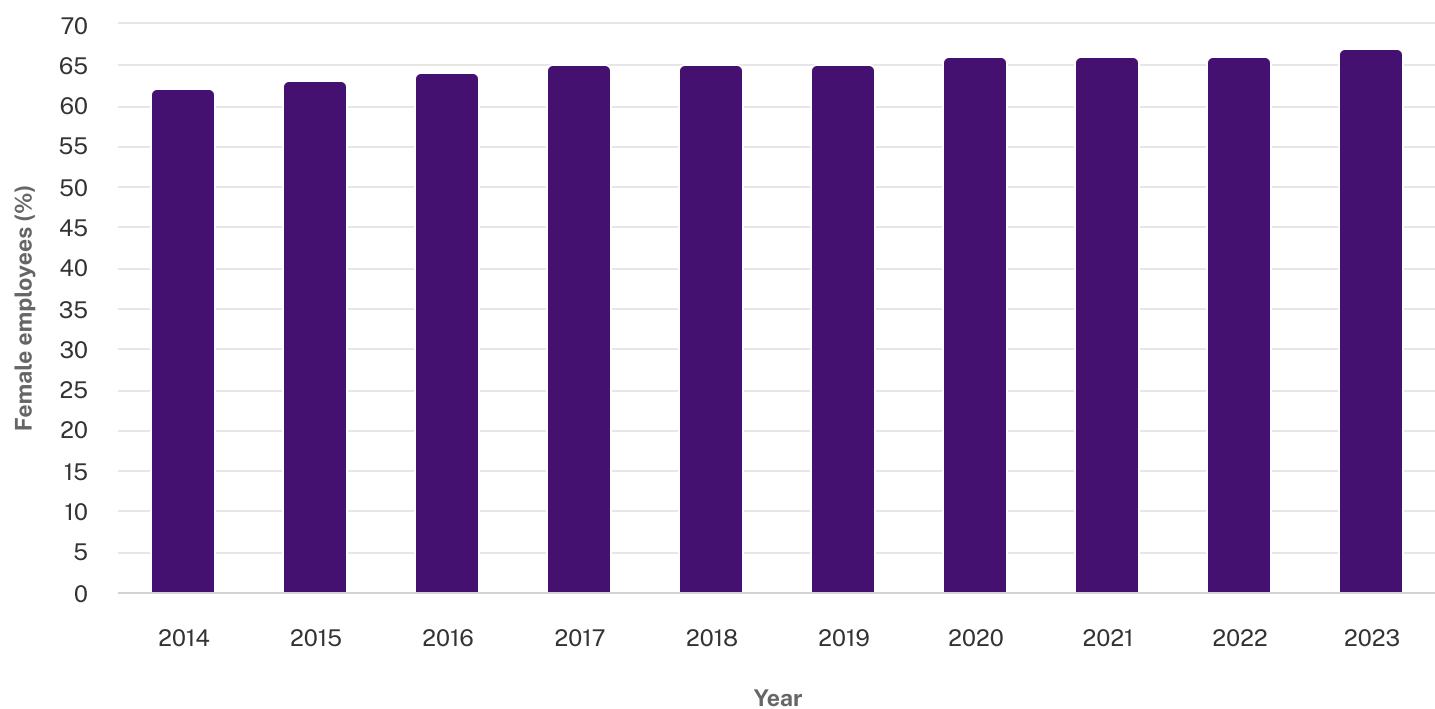
Year	Female employees (%)
2014	62
2015	63
2016	64
2017	65
2018	65

Year	Female employees (%)
2019	65
2020	66
2021	66
2022	66
2023	67

Figure 6.1: Percentage of women in the public sector workforce, 2014 to 2023

Table 6.1 shows the two biggest contributors to female employment in the public sector are from the two largest portfolios: Education (76.7% female) and Health (74.5% female). Together they represented just over 50% of the total headcount in the sector in 2023. In contrast, Transport had the lowest female representation of all portfolios (35.2%).

Table 6.1: Public sector representation of women by portfolio, census headcount, 2023

Portfolio	Census headcount	(%)
Communities and Justice	28,003	46.5
Customer Service	8,221	63.3
Education	113,806	76.7
Enterprise, Investment and Trade	2,403	60.4
Environment and Planning	8,145	49.0
Health	122,584	74.5
Premier and Cabinet	1,254	63.0
Regional NSW	2,996	50.2

Portfolio	Census headcount	(%)
Transport	10,819	35.2
Treasury	2,733	40.1
Total public sector	**301,212**	**66.5**

In 2023, the occupations with the highest number of female employees were Nurses (86.7%), School Support Staff (83.7%), Social and Welfare Professionals (84.0%), School Teachers (77.8%), and Clerical and Administrative Workers (75.4%). Together, these occupations accounted for more than half of female employees in the sector (68.9%).

While there is a high representation of women in the sector, they have historically been under-represented at higher salary levels. Figure 6.2 shows while there is a higher proportion of women in lower-paid roles and a lower proportion of women in higher-paid roles, the gap between men and women is narrowing in the higher-paid roles. In 2014, women held less than a third of roles paid at the senior executive level (30.6%). In 2023, 43.2% of these roles were held by women, an increase of 12.6pp since 2014 and an increase of 1pp from 2022.

## Figure 6.2: Gender distribution by equivalent salary band (non-casual), census headcount, 2014 to 2023

Equivalent salary grade	Male 2023	Female 2023	Male 2014	Female 2014
General scale	25.5	74.5	30.9	69.1
Grade 1/2	32.6	67.4	37.2	62.8
Grade 3/4	39.6	60.4	43.7	56.3
Grade 5/6	29.3	70.7	30.1	69.9
Grade 7/8	31.1	68.9	34.7	65.3
Grade 9/10	34	66	41.9	58.1
Grade 11/12	46.5	53.5	55.2	44.8

Equivalent salary grade	Male 2023	Female 2023	Male 2014	Female 2014
Above Grade 11/12 & below Senior Executive	52.4	47.6	64.6	35.4
Senior Executive	56.8	43.2	69.4	30.6

Figure 6.2: Gender distribution by equivalent salary band (non-casual), census headcount, 2014 to 2023

Figure 6.3: Proportion of appointments by gender and salary band, 2023
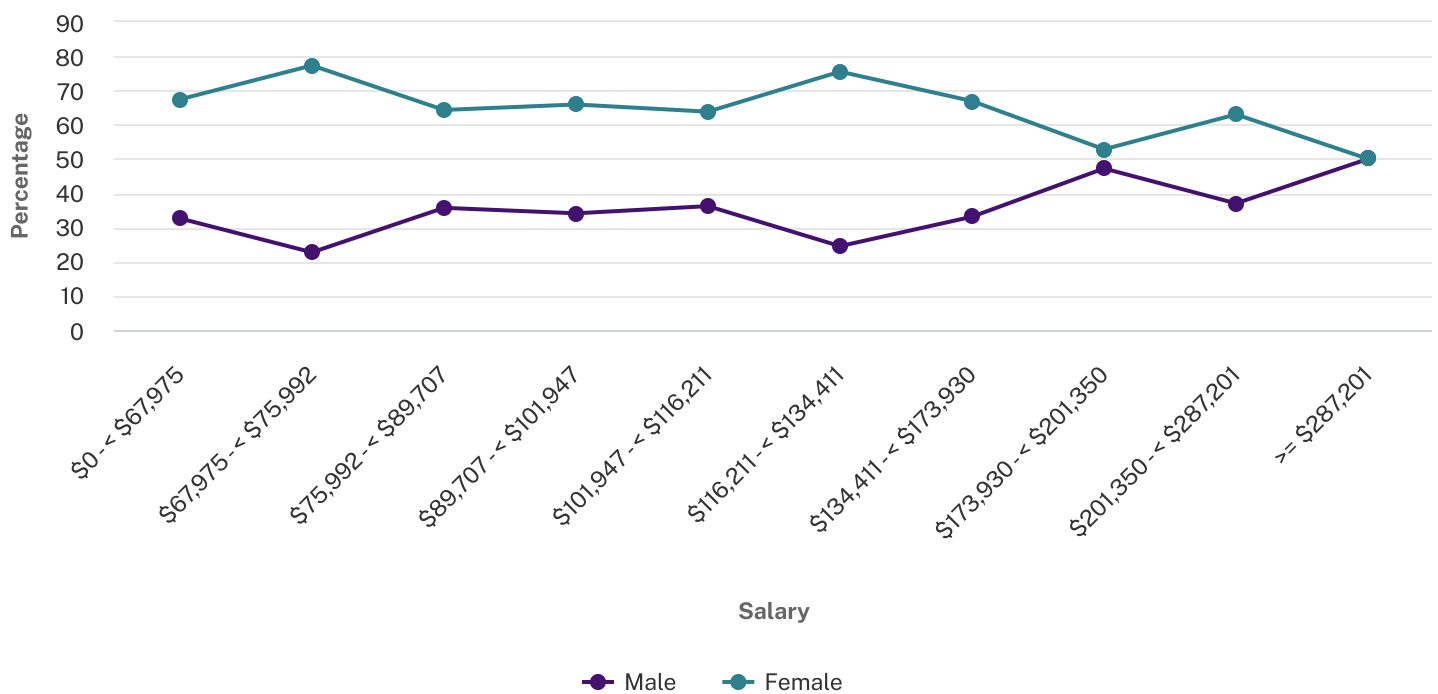
Salary	Male	Female
$0 - < $67,975	32.6	67.4
$67,975 - < $75,992	22.7	77.3
$75,992 - < $89,707	35.7	64.3

Salary	Male	Female
$89,707 - < $101,947	34.1	65.9
$101,947 - < $116,211	36.2	63.8
$116,211 - < $134,411	24.5	75.5
$134,411 - < $173,930	33.1	66.9
$173,930 - < $201,350	47.2	52.8
$201,350 - < $287,201	37	63
>= $287,201	50	50

Figure 6.3: Proportion of appointments by gender and salary band, 2023

The available 2023 recruitment data showed that most appointments were female across most salary ranges. Female appointments were higher across lower salary ranges. Also, a higher proportion of females than males were appointed to roles with a salary of $173,930 or higher, noting that senior executive roles are included in this range. Women were appointed to 50% of the roles with a salary greater than $287,201, an increase of 6pp from 2022. A continuation of this trend will further narrow the gap in the gender split in the higher paid roles.

Gender pay gap

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Median remuneration, men

$100,773

+4.4% vs 2022

♀

Median remuneration, women

$94,568

+2.5% vs 2022

> **Gender pay gap**
>
> **6.2%**
>
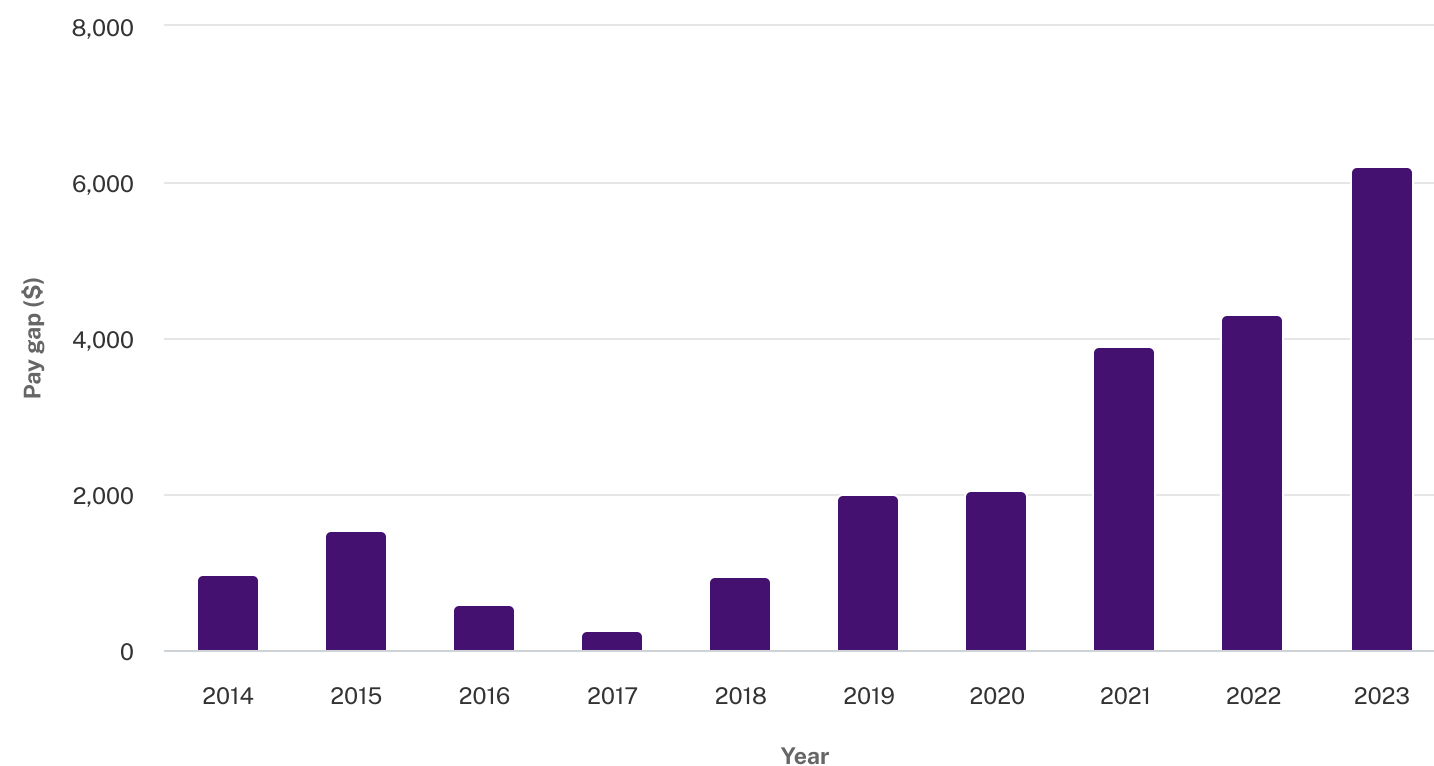> **+1.7pp** vs 2022

In 2023, the gap in median remuneration between men and women in the NSW public sector was 6.2% ($6,205), compared to 4.5% ($4,304) in 2022. For the third year in a row, the gender pay gap has increased. This represents the highest gender pay gap in the last decade[2] (see Figure 6.4).

# Figure 6.4: Gender pay gap, 2014 to 2023

Year	Pay gap ($)
2014	967

Year	Pay gap ($)
2015	1533
2016	584
2017	252
2018	950
2019	2002
2020	2053
2021	3905
2022	4304
2023	6205

Figure 6.4: Gender pay gap, 2014 to 2023

When describing a set of data, the median is less sensitive to extreme values in the upper and lower ranges compared to the mean. However, it is affected by large groups around the middle remuneration value. For women, the median remuneration applies to Nurses, and the large size of this cohort means the pay gap is being driven by any changes in the distribution of the remuneration of men. While there were larger increases in the number of women than men in 2023 across all higher salary ranges, this did not reduce the pay gap (see Figure 6.5).

# Figure 6.5: Change in non-casual headcount by salary band at census date, 2022 to 2023

Figure 6.5: Change in non-casual headcount by salary band at census date, 2022 to 2023
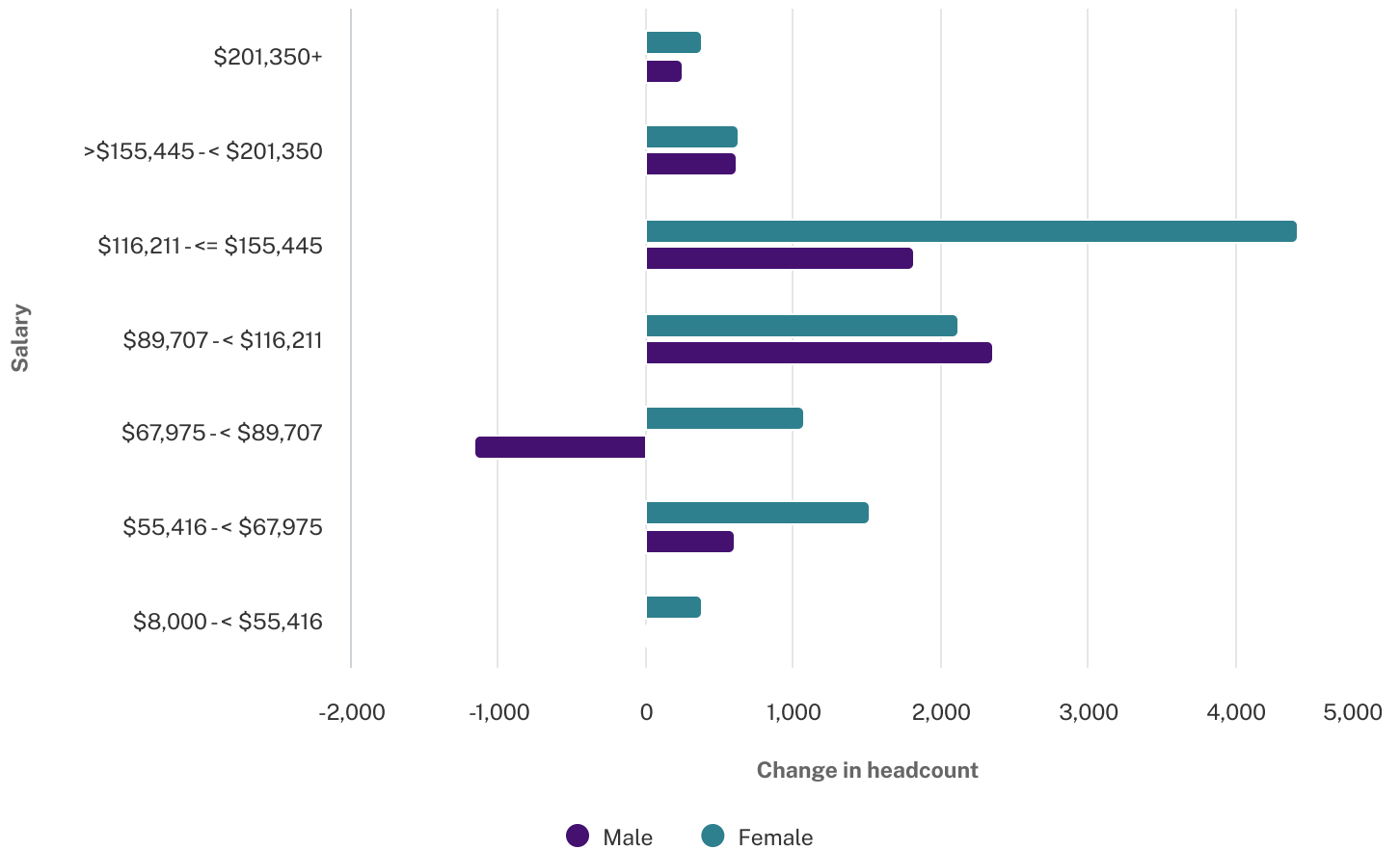
Salary	Male	Female
$8,000 - < $55,416	-14	377
$55,416 - < $67,975	600	1521
$67,975 - < $89,707	-1163	1069
$89,707 - < $116,211	2357	2115
$116,211 - <= $155,445	1821	4427
>$155,445 - < $201,350	614	635
$201,350+	257	385

Figure 6.5: Change in non-casual headcount by salary band at census date, 2022 to 2023

The median remuneration for women increased in alignment with the 2.5% salary increase and remained equal to the median remuneration for Nurses from $92,236 in 2022 to $94,568 in 2023.

The median remuneration for men increased 4.4%, which was a result of a range of changes in the composition and remuneration of the male cohort rather than key driving factors.

Figure 6.6: Median non-casual remuneration by gender and service, 2023
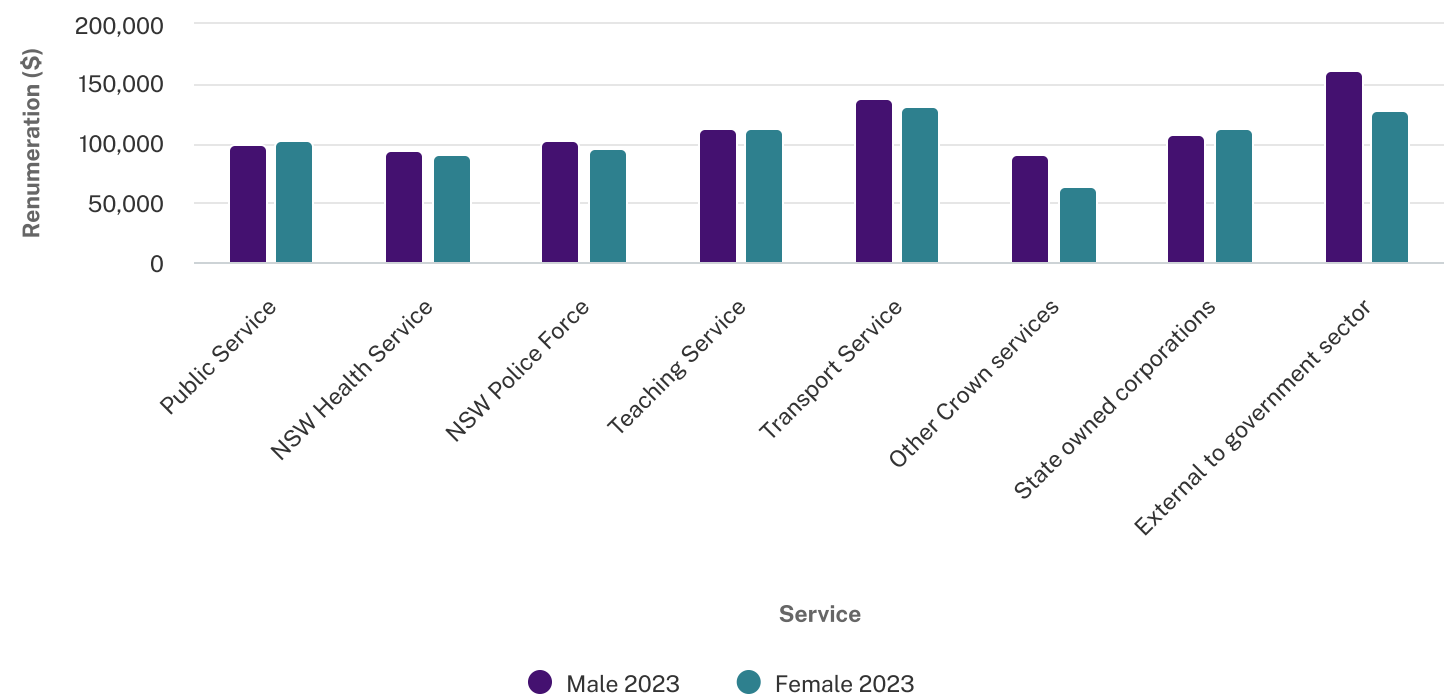
Service	Male 2023	Female 2023
Public Service	98982	101947
NSW Health Service	94568.44	91554.5
NSW Police Force	102096	96164
Teaching Service	113042	113042
Transport Service	138284	130877
Other Crown services	90111	63066.38

| Service	Male 2023	Female 2023
State owned corporations	107845.2	113152.51
External to government sector	161130	128060.98

Figure 6.6: Median non-casual remuneration by gender and service, 2023

In the government sector, other Crown services had the largest pay gap in 2023. This mainly related to School Support Staff, which made up 54.4% of other Crown services. These employees had a lower median remuneration of $59,280, and 90.6% were women.

The median remuneration for the Transport Service increased by 5.4% from 2022 to 2023. In the Transport Service, the median remuneration for women increased (4.1%), from $125,712 in 2022 to $130,877 in 2023. For men, median remuneration increased (5.9%), from $130,623 in 2022 to $138,284 in 2023.

The only service in the government sector with a positive pay gap was the Public Service where the median remuneration of women ($101,947) was more than men ($98,982). Overall, 57.4% of employees in the Public Service and 52.5% of senior executives were women.

Figure 6.7: Public Service and aligned services senior executive gender pay gap by band, 2022 to 2023[3]
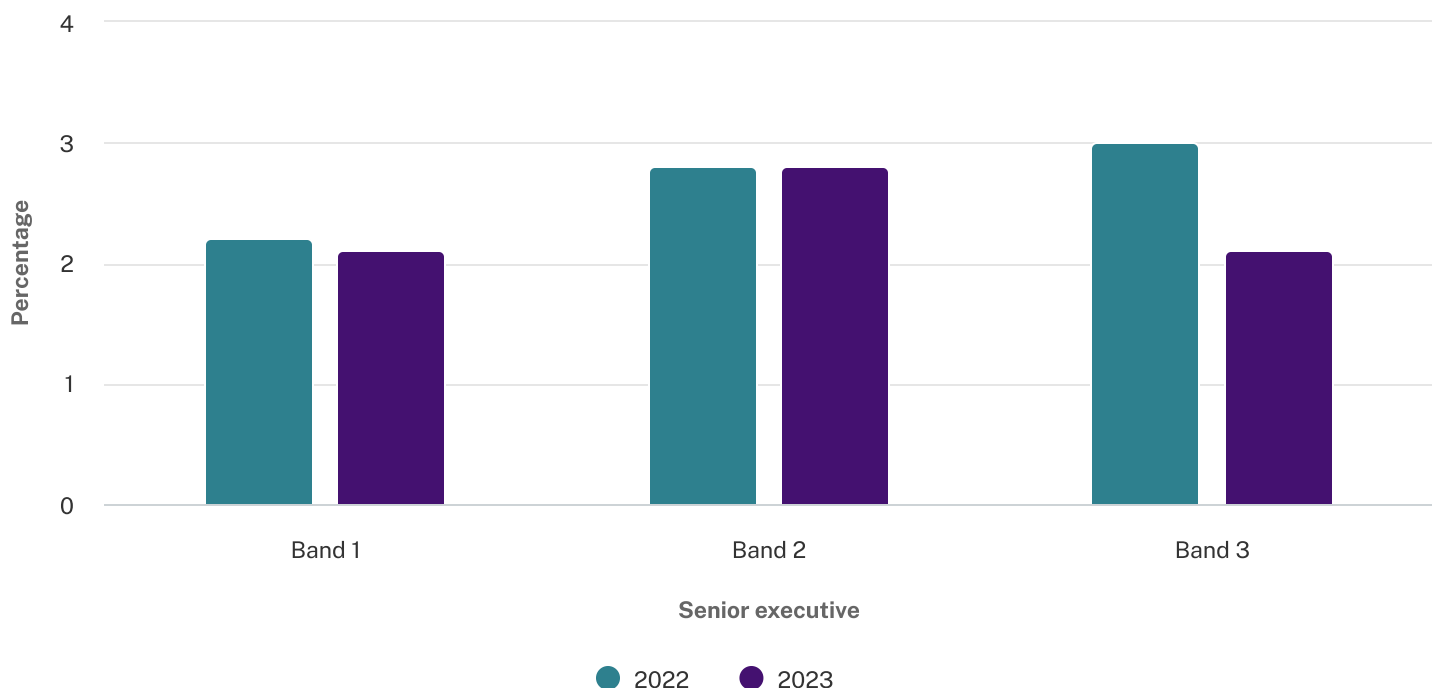
Senior executive	2022	2023
Band 1	2.2	2.1
Band 2	2.8	2.8
Band 3	3	2.1

Figure 6.7: Public Service and aligned services senior executive gender pay gap by band, 2022 to 2023[3]

The gender pay gap in 2023 for Senior Executive bands 1–3 was 2.6%, notably lower than that of the broader workforce. Across the bands, the largest change in gender pay gap was in Band 3, which decreased 0.9pp in 2023. Bands 1 and 3 had the lowest pay gap, each at 2.1%.

Only 44.9% of senior executives paid above the median salary were women across the 3 bands. This is a 0.6pp increase from last year (44.3%). Band 1 had the lowest representation of women paid above the median salary for the band (42.4%), in line with the wide pay gap in this band. The representation of women paid above the median salary in bands 1 and 3 was 48.1% and 49.7%, respectively.

Employment arrangements

Employment arrangements varied between genders, with more women working part time than men (see Table 6.2).

## Table 6.2: Employment arrangement by gender, non-casual census headcount, 2023

Employment arrangement	Male	Male (%)	Female	Female (%)
Full time	121,300	40.5	178,370	59.5
Part time	15,066	13.8	93,923	86.2

In 2023, 34.5% of non-casual female employees in the NSW public sector worked part time, compared to 11.0% of male non-casual employees.

Of the 102 public sector departments and agencies that employed people on a part-time basis in 2023, 92 agencies had at least 75% female part-time employee representation.

Figure 6.8 shows the proportion of part-time employees by gender for each service. In 2023, the NSW Health Service continued to have the highest proportion of men in part-time employment (20.4%) and the second-highest proportion of women working part time (42.4%). The highest proportion of women working part time were in other Crown services (75.4%). This was due to the part-time employment arrangement in School Administrative and Support roles where 9 in 10 employees were women.

Figure 6.8: Proportion of employees working part time in each service by gender, 2023
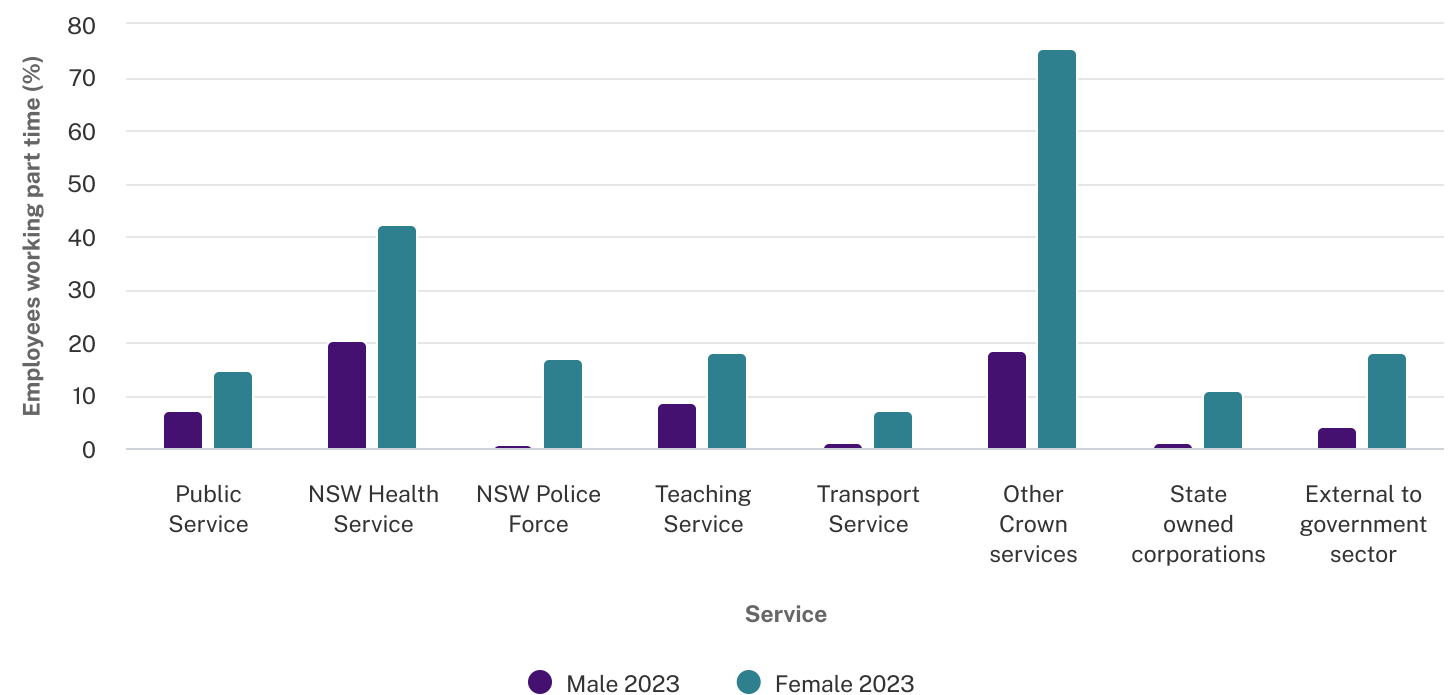
Service	Male 2023	Female 2023
Public Service	7.1	14.7
NSW Health Service	20.4	42.4
NSW Police Force	0.7	16.8
Teaching Service	8.7	18.3
Transport Service	1.1	7.2
Other Crown services	18.5	75.4

Service	Male 2023	Female 2023
State owned corporations	1.1	10.8
External to government sector	4.2	18.1

Figure 6.8: Proportion of employees working part time in each service by gender, 2023

Notes

[1] Australian Bureau of Statistics (June 2023), 'Table 4. Labour force status by sex, New South Wales - trend, seasonally adjusted and original', [time series spreadsheet], 6202.0 Labour Force, Australia, Detailed, accessed 26 September 2023.

[2] Pay gap is calculated using the Organisation for Economic Co-operation and Development method which is not comparable to the Workplace Gender Equality Agency methods and published national figures.

[3] Scope: senior executives in bands 1–3 in the NSW government sector; includes Public Service senior executives and aligned executive services (Health Service, Transport Service and NSW Police Force).

Chapter 7
Age

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