

# TRENDS IN GENDER DIVERSITY WITHIN THE AUSTRALIAN PROCUREMENT INDUSTRY

2012-2015



Jigsaw Talent Management is the leading consultancy for the assessment, development and acquisition of procurement talent. Jigsaw proactively engages with the global procurement talent pool, constantly meeting, vetting and categorising the circumstances and capabilities of procurement professionals.

Constantly updated, our database provides real-time market information which can be utilised by organisations to gain visibility on position title, gender, remuneration, education and location.

In the recent [Workplace Gender Equality Agency](#) report published in November 2015 it stated the ratio of men to women in the Australian workforce was 46.2% women and 53.8% men, the agency also highlighted the following points:

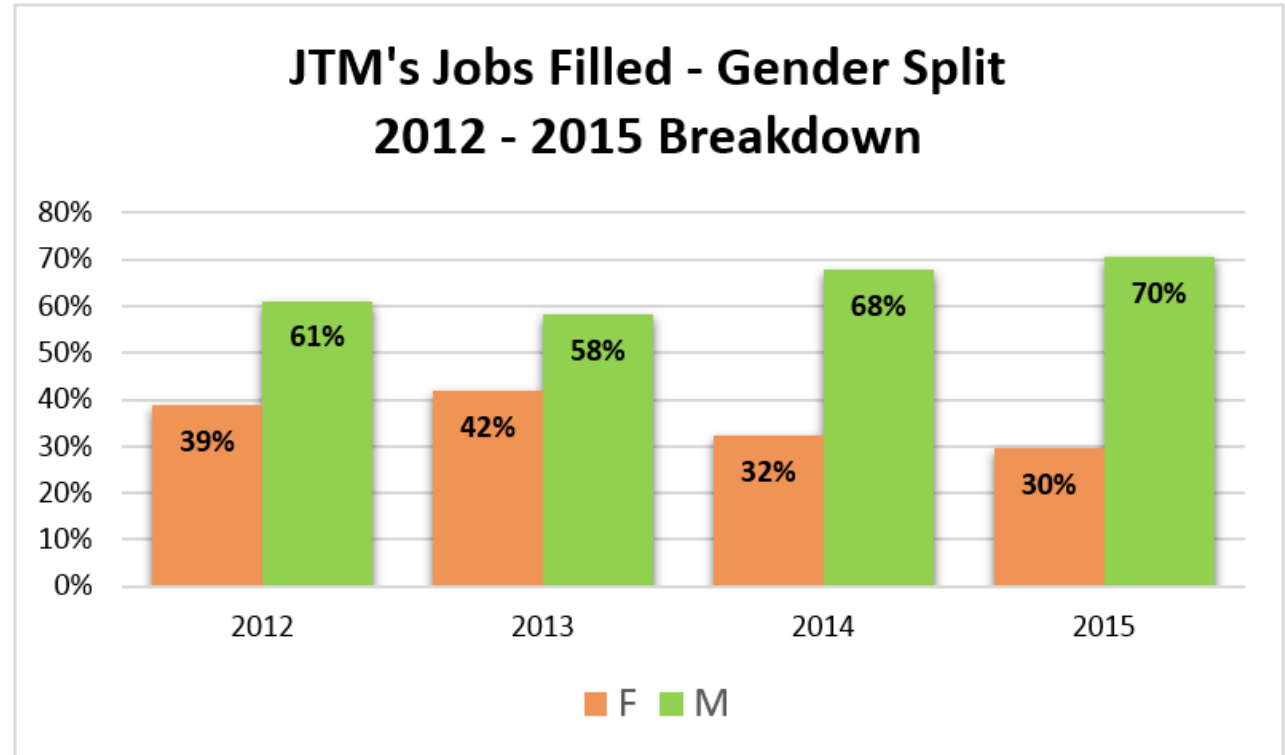
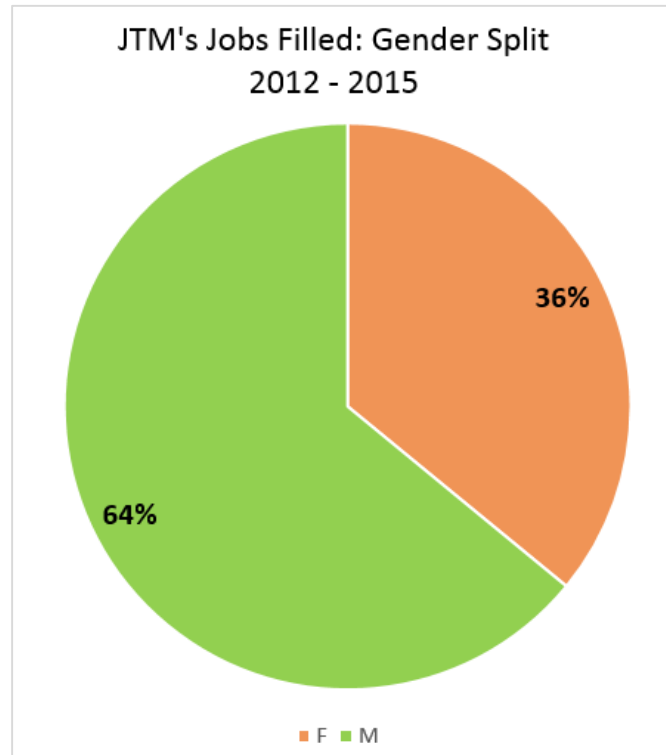
- Women comprised over 60% of the workforce in two occupations: Clerical and Administrative Workers and Community and Personal Service Workers.
- Men comprised more than 60% of workers in four occupations: Machinery Operators and Drivers; Technicians and Trades Workers; Labourers; and Managers.
- Professional occupations were more evenly split, with a slightly higher proportion of women (53.6%) than men (46.4%)
- 24.0% gender pay gap in favour of men (average full-time total remuneration), equivalent to \$27,254 per year
- The gender pay gap (total remuneration) fell by 0.7 percentage points between 2013-14 and 2014-15
- Financial and Insurance Services maintained its position as the industry with the highest gender pay gap, though it fell by 1.1 percentage point to 35.0%
- Permanent full-time jobs in male-dominated industries declined, with 25,478 fewer jobs in mining and construction in 2014-15 than 2013-14

Over the last four years an increasing number of Jigsaw's clients have given us recruitment terms that state their intention to actively try and recruit more women than men in order to close the gender ratio gap and to try to address the imbalance in pay scales.

To see whether these high level intentions and corporate goals are manifesting themselves in the recruitment of procurement experts and to try to see what the imbalances look like from an actual recruitment perspective we have looked at the history of our placements across different locations, industries and salary bands over the last four years to see how they relate to the wider workforce market trends.

All the information that follows relates to roles that Jigsaw has filled in the last four years or in reality the actual people that our clients have decided to hire.

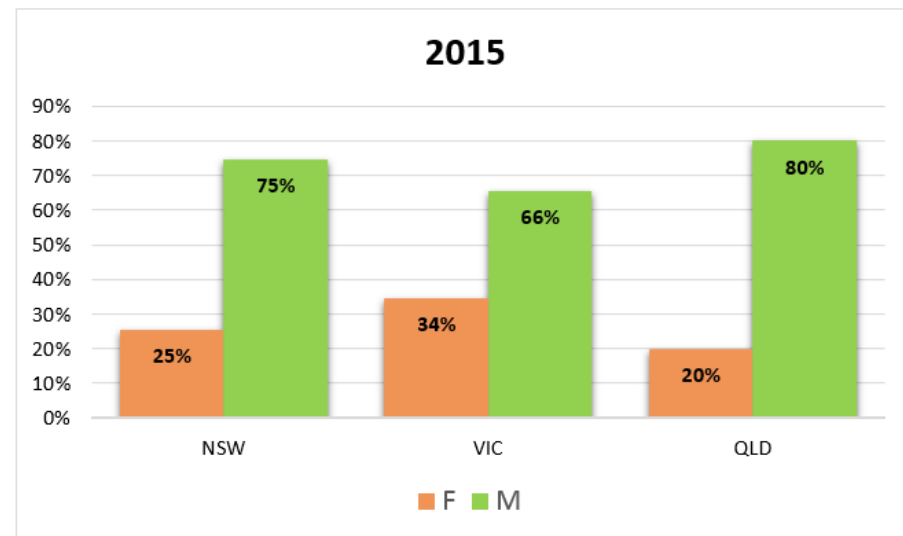
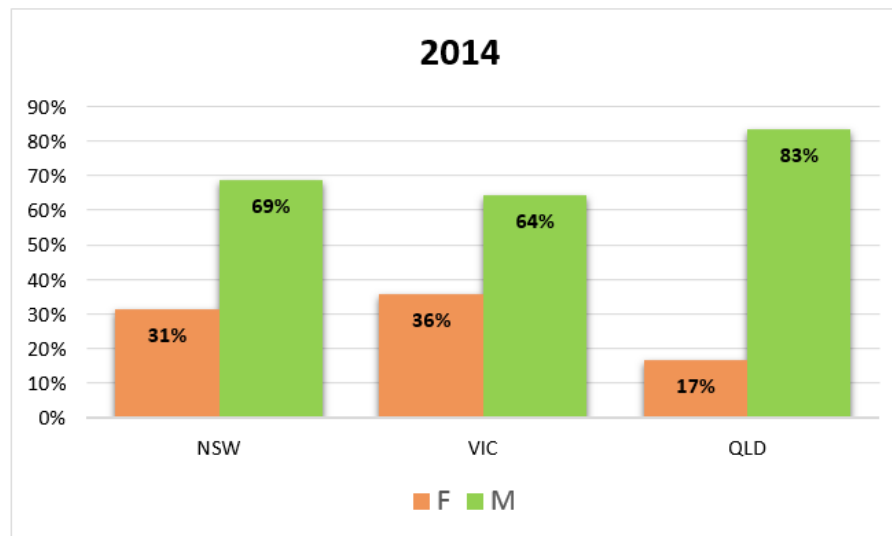
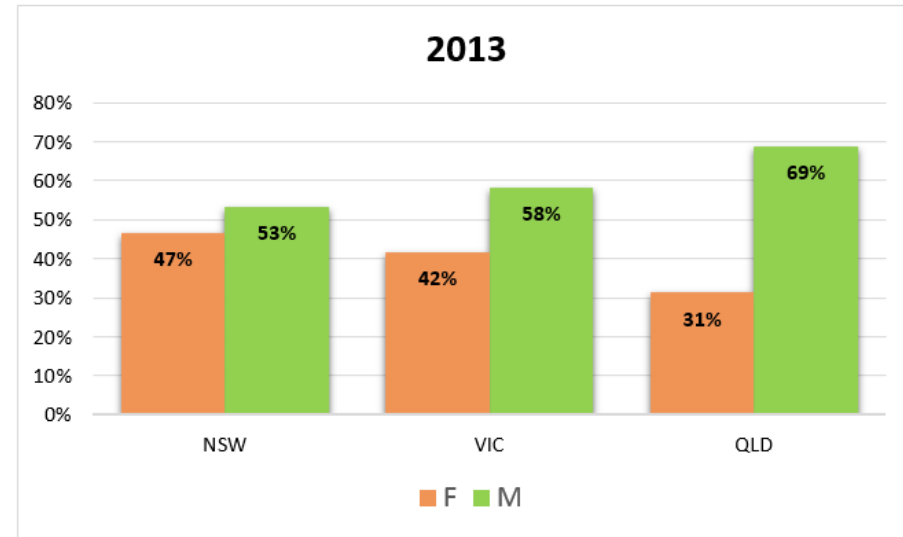
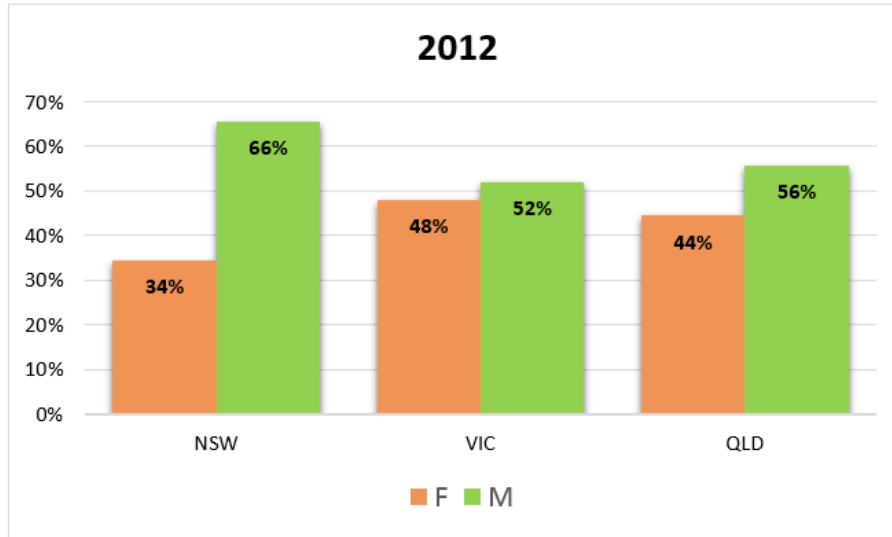
**Overall Gender Diversity Ratio of Roles Filled by Jigsaw**



Despite clients saying they are actively trying to hire more women than men, in Jigsaw's experience the gender ratio gap is getting wider not narrower and significantly more pronounced in procurement than the 46% - 54% national average quoted by the Workplace Gender Equality Agency.

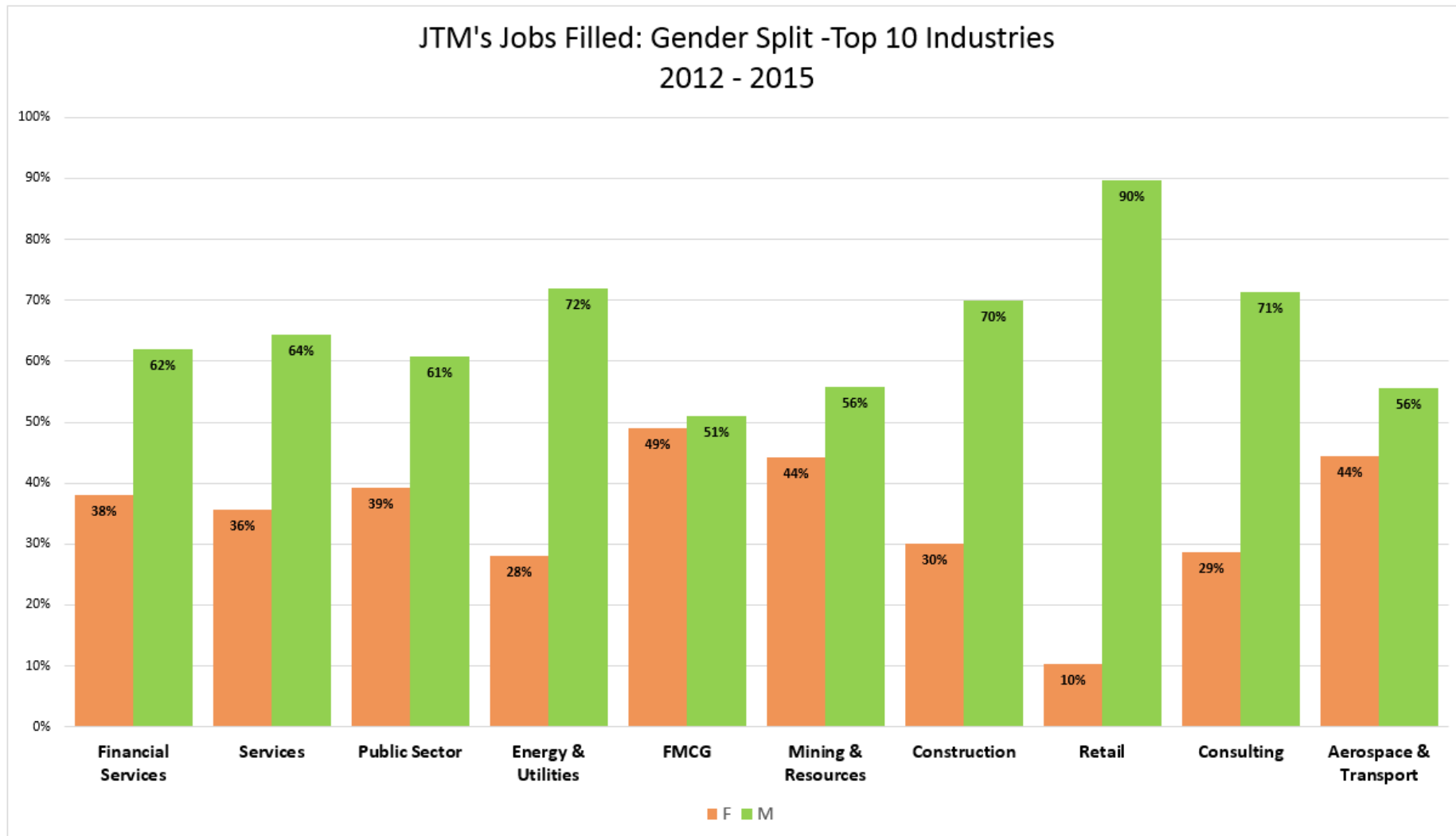
## Gender Split by Location

Again the trend appears to be that more men are actually being hired than women as time goes on.



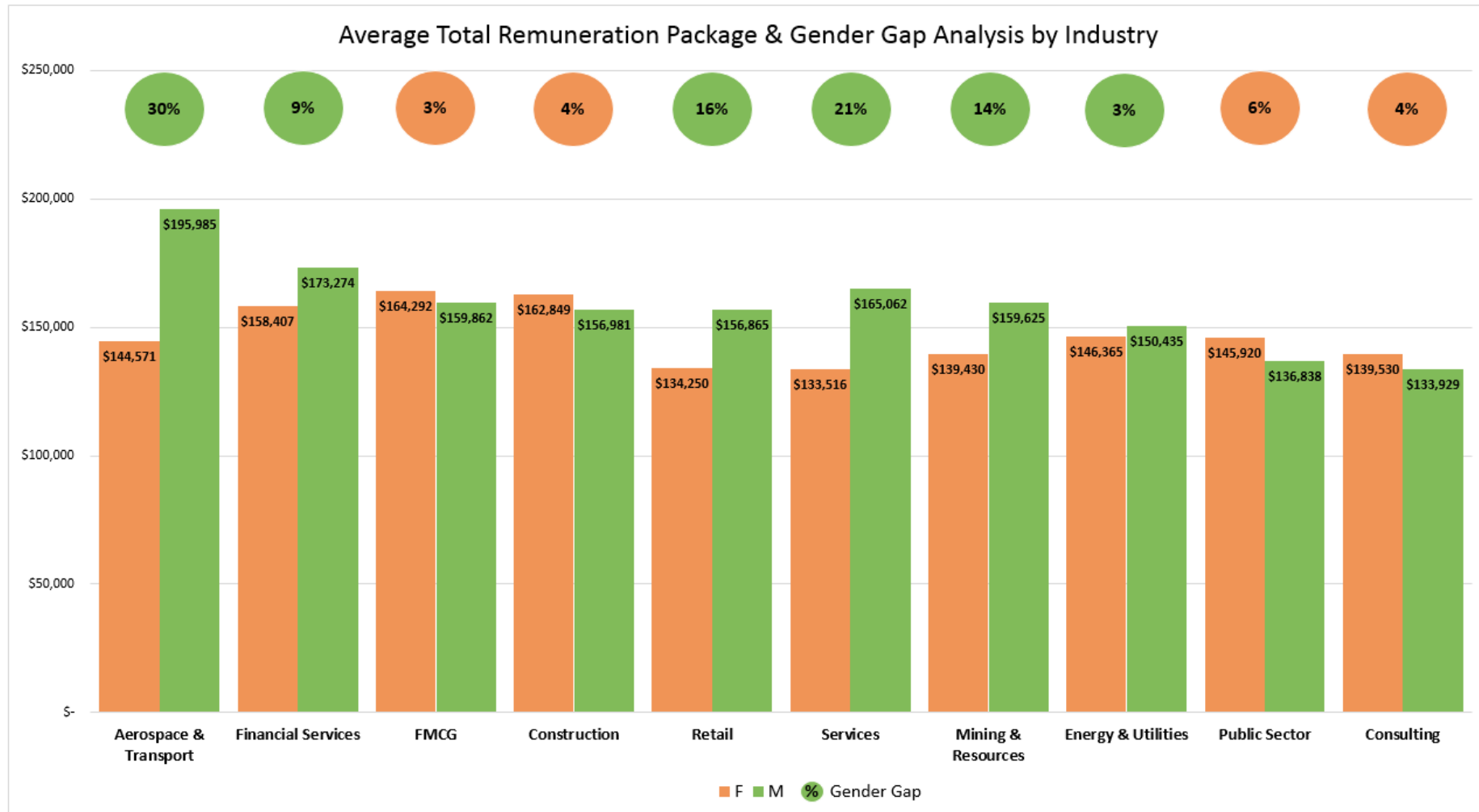
## Gender Split by Industry

The stand out industry below is retail which traditionally employs a lot of women, but in procurement is heavily skewed in favour of hiring men. However FMCG, Aerospace & Transport and maybe somewhat surprisingly Mining & Resources have a much narrower gender diversity ratio that is closer to the national average.



## Average Total Remuneration Package by Gender

In the previous industry comparison graph none of the industries employed more females than males, but when it comes to salaries four of the top 10 industries that hired procurement professionals paid higher average salaries to women than they did to men. The three main disparities in pay between men and women are in the Aerospace & Transport, Retail and Service industries.



## Take away points

- 63% Males compared to 36% Females were hired in procurement through Jigsaw over the last 4 years whereas the average split in the wider national workforce is a 54% - 46% split in favour of men.
- Mining & Resources and Aerospace & Transport are the two industries within procurement where the ratio of men and women being hired most closely matches the national gender ratio in the wider Australian workforce.
- Although 63% Males compared to 36% Females were hired in procurement over the last 4 years the ratio of Males to Females that are registered with Jigsaw is 73% - 26% in favour of males. So a higher % of the women in procurement are being hired compared to men.
- Despite organisations communicating that they want to hire more women - in procurement they are actually hiring a greater percentage of men than was the case four years ago.
- Within procurement the Aerospace & Transport industry has the biggest gulf between men and women's hiring salaries whilst the Public Sector is the industry that is actually paying the biggest difference in hiring salaries to women over men.

If you have any comments or feedback or you would like further information on this or any other procurement recruitment topic please contact us on 1300 655 633 or at [info@jigsawtm.com](mailto:info@jigsawtm.com)

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