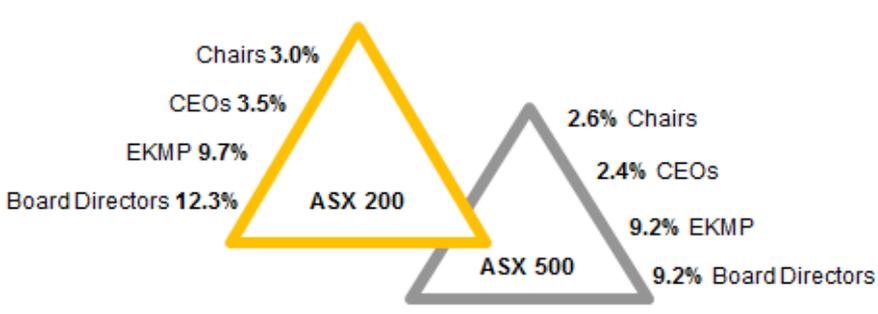


February 2013

# Gender workplace statistics at a glance

|                                       |   |
|---------------------------------------|---|
| <p><b>Workforce participation</b></p> | <ul style="list-style-type: none"> <li>→ Women comprise <b>45.7%</b> of all employees, of whom 54.3% work full time (24.8% of all employees) and 45.7% work part time (20.9% of all employees).<sup>1</sup></li> <li>→ Women constitute <b>70.6%</b> of all part time employees, <b>35.2%</b> of all full time employees<sup>2</sup> and <b>55.1%</b> of all casual employees.<sup>3</sup></li> <li>→ The labour force participation rate<sup>4</sup> for women is <b>58.6%</b>, and for men is <b>71.7%</b>.<sup>5</sup></li> </ul>  |
| <p><b>Economic security</b></p>       | <ul style="list-style-type: none"> <li>→ On average, women working full time earn <b>17.6%</b> less than men working full time.<sup>6</sup></li> <li>→ Female graduate salaries are <b>90.9%</b> of male graduate salaries.<sup>7</sup></li> <li>→ Average superannuation payments for women are <b>43.1%</b> less than men.<sup>8</sup></li> <li>→ <b>56.5%</b> of people aged 65 years and older receiving the aged pension are women.<sup>9</sup></li> </ul>   |
| <p><b>Educational attainment</b></p>  | <ul style="list-style-type: none"> <li>→ <b>87.8%</b> of women aged 20-24 have attained year 12 qualifications or above, compared to <b>84.1%</b> of men in the same age bracket<sup>10</sup></li> </ul>  |
| <p><b>Paid parental leave</b></p>     | <ul style="list-style-type: none"> <li>→ <b>51.7%</b> of organisations reporting to the Agency provide paid maternity leave in addition to the Federal Government's paid parental leave scheme.<sup>11</sup></li> <li>→ <b>38.1%</b> of organisations reporting to the Agency provide paid paternity leave.<sup>12</sup></li> </ul>   |
| <p><b>Women in leadership</b></p>     | <p>→ The 2012 Australian Census of Women in Leadership<sup>13</sup> revealed little difference to the number of female directors and executive key management<sup>14</sup> personnel in the ASX 200 and 500:</p>  <p>Real time data from the AICD reveal similar results<sup>15</sup>:</p> <ul style="list-style-type: none"> <li>→ <b>15.4%</b> of directors in the ASX 200 are women, compared with 15.4% in 2012</li> <li>→ <b>3</b> women were appointed to ASX 200 boards in 2013 (at 14 Feb 2012), compared with 7 appointed in 2012</li> <li>→ Women represent <b>25%</b> of all new appointments to ASX 200 boards in 2013, compared with 22% in 2012</li> <li>→ <b>52</b> ASX 200 companies do not have a woman on their board.</li> </ul> |

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<sup>1</sup> ABS (2012), *Labour force, Australia, Dec 2012*, cat. No. 6202.0, viewed 4 February 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

<sup>2</sup> Ibid

<sup>3</sup> ABS (2011), *Forms of Employment, Australia, November 2011*, cat. No. 6359.0, viewed 20 April 2012, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6359.0>

<sup>4</sup> Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards

<sup>5</sup> ABS (2012), *Labour force, Australia, Dec 2012*, cat. No. 6202.0, viewed 4 February 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

<sup>6</sup> ABS (2012), *Average Weekly Earnings, Nov 2012*, cat. No. 6302.0, viewed 21 February 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

<sup>7</sup> Graduate Careers Australia (2012), *GradStats*, viewed 17 December 2012, <http://www.graduatecareers.com.au/research/researchreports/gradstats/>

<sup>8</sup> Clare R. (2011) *Developments in the level and distribution of retirement savings*, ASFA Research and Resources Centre

<sup>9</sup> FaHCSIA (2012) *Statistical Paper No. 10 Income support customer: a statistical overview 2011*

<sup>10</sup> ABS (2013), *Gender Indicators, Australia, January 2013*, cat. No. 4125.0, viewed 30 January 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

<sup>11</sup> Workplace Gender Equality Agency, (2012), Workplace Gender Equality Agency annual survey results, paid parental leave

<sup>12</sup> Ibid

<sup>13</sup> Workplace Gender Equality Agency, (2012), *2012 Australian Census of Women in Leadership*, available at [http://www.wgea.gov.au/Information\\_Centres/Resource\\_Centre/WGEA\\_Publications/WGEA\\_Census.asp](http://www.wgea.gov.au/Information_Centres/Resource_Centre/WGEA_Publications/WGEA_Census.asp)

<sup>14</sup> Key management personnel are defined in Australian Accounting Standard AASB 124 as "persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity". Executive KMP (EKMP) are the executive members of the KMP group.

<sup>15</sup> All data in this section from: Australian Institute of Company Directors Statistics, as at 12 February 2013 on <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>.