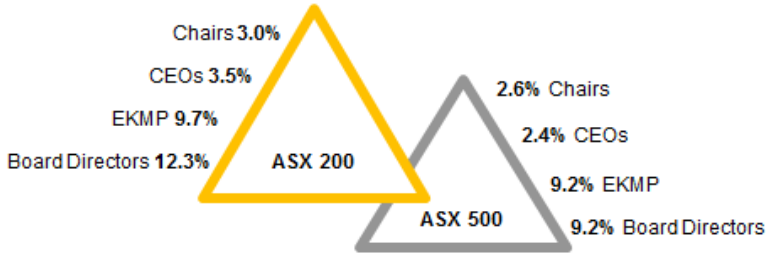


October 2013

# Gender workplace statistics at a glance

<p><b>Workforce participation</b></p>	<ul style="list-style-type: none"> <li>→ Women comprise <b>45.8%</b> of all employees, of whom 54.1% work full-time (24.8% of all employees) and 45.9% work part-time (21.0% of all employees).<sup>1</sup></li> <li>→ Women constitute <b>69.7%</b> of all part-time employees, <b>35.5%</b> of all full-time employees<sup>2</sup> and <b>55.3%</b> of all casual employees.<sup>3</sup></li> <li>→ The labour force participation rate<sup>4</sup> for women is <b>58.7%</b>, and for men is <b>71.4%</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>17.5%</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>42.1%</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> <li>→ <b>39.2%</b> of women aged 25-29 have achieved a bachelor degree or above, compared to <b>31.8%</b> of men of the same age.<sup>11</sup></li> <li>→ <b>8.3%</b> of all women have attained a postgraduate degree, compared to <b>9.0%</b> of all men.<sup>12</sup></li> </ul>
<p><b>Paid parental leave</b></p>	<ul style="list-style-type: none"> <li>→ <b>51.5%</b> of organisations reporting to the Agency provide paid maternity leave in addition to the Federal Government's paid parental leave scheme.</li> <li>→ <b>37.6%</b> of organisations reporting to the Agency provide paid paternity leave in addition to the Federal Government's paid parental leave scheme.<sup>13</sup></li> </ul>
<p><b>Women in leadership</b></p>	<p>→ The 2012 Australian Census of Women in Leadership<sup>14</sup> identifies:</p>  <p>Real time statistics from the AICD reveal<sup>15</sup>:</p> <ul style="list-style-type: none"> <li>→ <b>16.4%</b> of directors in the ASX 200 are women, compared with 15.4% in 2012.</li> <li>→ <b>25</b> women have been appointed to ASX 200 boards in 2013 (as at 25 September 2013), compared with 32 appointed as at September 2012.</li> <li>→ Women represent <b>22.0%</b> of all new appointments to ASX 200 boards in 2013.</li> <li>→ <b>48</b> ASX 200 companies do not have a woman on their board.</li> </ul>

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<sup>1</sup> ABS (2013), *Labour force, Australia, Sep 2013*, cat. no. 6202.0, viewed 10 October 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

<sup>2</sup> Ibid

<sup>3</sup> ABS (2013), *Forms of Employment, Australia, November 2012*, cat. no. 6359.0, viewed 2 October 2013, <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 (2013), *Labour force, Australia, Sep 2013*, cat. no. 6202.0, viewed 10 October 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

<sup>6</sup> ABS (2013), *Average Weekly Earnings, May 2013*, cat. no. 6302.0, viewed 10 October 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

<sup>7</sup> Graduate Careers Australia (2012), *GradStats*, viewed 10 October 2013, <http://www.graduatecareers.com.au/research/researchreports/gradstats/>

<sup>8</sup> Clare R. (2012), *Equity and superannuation – the real issues*, 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, Aug 2013*, cat. no. 4125.0, viewed 10 October 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

<sup>11</sup> Ibid

<sup>12</sup> ABS (2012), *Education and Work, Australia, May 2012*, cat. no. 6227.0, viewed 10 October 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6227.0>

<sup>13</sup> Workplace Gender Equality Agency (2013), *Workplace Gender Equality Agency annual survey results, paid parental leave*

<sup>14</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>15</sup> All data in this section from: Australian Institute of Company Directors Statistics, as at 10 October 2013 on <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>