

February 2014

Gender workplace statistics at a glance

<p>Workforce participation</p>	<ul style="list-style-type: none"> → Women comprise 45.9% of all employees, of whom 53.6% work full-time (24.6% of all employees) and 46.4% work part-time (21.3% of all employees).¹ → Women constitute 69.6% of all part-time employees, 35.4% of all full-time employees² and 55.3% of all casual employees.³ → The labour force participation rate⁴ for women is 58.4%, and for men is 71.1%.⁵
<p>Economic security</p>	<ul style="list-style-type: none"> → On average, women working full-time earn 17.5% less than men working full-time.⁶ → Female graduate salaries are 90.9% of male graduate salaries.⁷ → Average superannuation balances for women are 42.1% less than men.⁸ → 55.7% of people aged 65 years and older receiving the aged pension are women.⁹
<p>Educational attainment</p>	<ul style="list-style-type: none"> → 87.8% of women aged 20-24 have attained year 12 qualifications or above, compared to 84.1% of men in the same age bracket.¹⁰ → 39.2% of women aged 25-29 have achieved a bachelor degree or above, compared to 31.8% of men of the same age.¹¹ → 5.1% of women aged 15-64 have attained a postgraduate degree, compared to 4.9% of men in the same age bracket.¹²
<p>Paid parental leave</p>	<ul style="list-style-type: none"> → 48.1% of organisations reporting to the Agency provide primary carer's leave in addition to the Federal Government's paid parental leave scheme. → 35.0% of organisations reporting to the Agency provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme.¹³
<p>Women in leadership</p>	<p>The 2012 Australian Census of Women in Leadership¹⁴ identified:</p> <ul style="list-style-type: none"> → Women held 3.0% of chair positions in the ASX 200, and 2.6% in the ASX 500. → Women represented 3.5% of CEOs in the ASX 200, and 2.4% in the ASX 500. → Women accounted for 9.2% of directors in the ASX 500. <p>Real time statistics from the AICD¹⁵ reveal:</p> <ul style="list-style-type: none"> → 17.6% of directors in the ASX 200 are women as of January 2014. → 7 women have been appointed to ASX 200 boards during the month of January 2014, compared with 2 appointed in January 2013. → Women accounted for 22.0% of new appointments to ASX 200 boards in 2013. In the month of January 2014, women represent 50.0% of all new appointments to ASX 200 boards. → 21.0% of ASX 200 companies do not have a woman on their board. → Women held 38.4% of Government board appointments as of 30 June 2012.

¹ ABS (2014), *Labour force, Australia, Dec 2013*, cat. no. 6202.0, viewed 10 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

² Ibid

³ ABS (2013), *Forms of Employment, Australia, November 2012*, cat. no. 6359.0, viewed 10 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6359.0>

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

⁵ ABS (2014), *Labour force, Australia, Dec 2013*, cat. no. 6202.0, viewed 10 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

⁶ ABS (2013), *Average Weekly Earnings, May 2013*, cat. no. 6302.0, viewed 10 February, 2014 <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

⁷ Graduate Careers Australia (2012), *GradStats*, viewed 10 February 2014, <http://www.graduatecareers.com.au/research/researchreports/gradstats/>

⁸ Clare R. (2012), *Equity and superannuation – the real issues*, ASFA Research and Resources Centre

⁹ DSS (2014), *Statistical Paper No. 11: Income support customers: a statistical overview 2012*

¹⁰ ABS (2013), *Gender Indicators, Australia, Aug 2013*, cat. no. 4125.0, viewed 10 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

¹¹ Ibid

¹² ABS (2013), *Education and Work, Australia, May 2013*, cat. no. 6227.0, viewed 10 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6227.0>

¹³ Workplace Gender Equality Agency (2013), Workplace Gender Equality Agency annual survey results, paid parental leave. Includes 'don't know' responses.

¹⁴ Workplace Gender Equality Agency (2012), *2012 Australian Census of Women in Leadership*, available at <http://www.wgea.gov.au/lead/australian-census-women-leadership>

¹⁵ All data in this section from: Australian Institute of Company Directors Statistics, as at 31 January 2014, viewed 10 February 2014, <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>