

Gender workplace statistics at a glance

February 2017

Workforce participation

- Women comprise **46.4%** of all employees in Australia. As a proportion of all employees, **24.8%** are women working full-time and **21.6%** are women working part-time.¹
- Women constitute **68.4%** of all part-time employees, **36.2%** of all full-time employees² and **54.4%** of all casual employees.³
- The workforce participation rate⁴ for women is **59.1%**, and for men is **70.2%**.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are **16.0%** less than for men.⁷
- Among non-public sector organisations with 100 or more employees, the gender pay gap for full-time annualised base salary is **17.7%**, and for full-time annualised total remuneration is **23.1%**.⁸
- The adult full-time average hourly earnings⁹ for non-managerial women are **11.1%** less than men's full-time average hourly earnings.¹⁰
- The gender pay gap in ASX 200 organisations is **28.7%**.¹¹
- The average undergraduate starting salaries for women are **6.4%** less than for men. This increases to **18.9%** for postgraduate (coursework) graduates.¹²
- Average superannuation balances for women at retirement are **52.8%** less than those for men.¹³
- Of people aged 65 years and older receiving the aged pension, **55.6%** are women.¹⁴

Educational attainment

- Of all women aged 20-24, **90.1%** have attained year 12 qualifications or above, compared to **86.3%** of men in the same age bracket. Of all women aged 25-29, **39.6%** have achieved a bachelor degree or above, compared to **30.4%** of men of the same age bracket.
- A slightly higher proportion of men (**6.1%**) aged 15-64 years attained a postgraduate degree than women (**5.7%**) of the same age bracket.¹⁵

Paid parental leave

- **48.0%** of organisations reporting to the Agency provide primary carer's leave in addition to the Federal Government's paid parental leave scheme.
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Women in leadership

Latest results from the Agency's dataset show:

- Women hold **12.9%** of chair positions, **24.7%** of directorships, as well as represent **16.3%** of CEOs and **28.5%** of key management personnel in Agency reporting organisations.¹⁷
- Over one-quarter (**29.9%**)¹⁸ of Agency reporting organisations have no key management personnel who are women.

Real time statistics from the AICD¹⁹ reveal:

- **25.3%** of directors in the ASX 200 are women in January 2017.
- Women account for **42.0%** of new appointments to ASX 200 boards in January 2017.

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- ¹ ABS (2017), *Labour Force, Australia, January 2017*, cat. no. 6202.0, viewed 23 February 2017, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>
- ² Ibid
- ³ ABS (2016), *Characteristics of Employment Australia, August 2015*, cat. no. 6333.0, viewed 23 February 2017, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6333.0>
- ⁴ Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards
- ⁵ ABS (2017), *Labour Force, Australia, January 2017*, cat. no. 6202.0, viewed 23 February 2017, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>
- ⁶ Ordinary time earnings used comprise regular wages and salaries in cash, excluding amounts salary sacrificed. For more information refer to: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>
- ⁷ ABS (2017), *Average Weekly Earnings, Nov 2016*, cat. no. 6302.0, viewed 23 February 2017, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>
- ⁸ WGEA (2016), *WGEA Data Explorer*, data.wgea.gov.au
- ⁹ Cash earnings used comprise regular wages and salaries in cash, including amounts salary sacrificed. Estimates of hourly cash earnings have only been produced for employees with a link between earnings and hours. For more information, refer to: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>
- ¹⁰ ABS (2017), *Employee Earnings and Hours, May 2016*, cat. no. 6306.0, viewed 23 February 2017, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>
- ¹¹ WGEA (2015), Gender equality in the ASX-200, <https://www.wgea.gov.au/sites/default/files/gender-equality-asx-200.pdf>
- ¹² QILT (2016), *Graduate Outcome Survey National Report, Nov 2016*, viewed 23 February 2017, https://www.qilt.edu.au/docs/default-source/gos-reports/2016/gos-national-report.pdf?sfvrsn=423de23c_10
- ¹³ Clare R. (2015), *Superannuation account balances by age and gender, December 2015*, ASFA Research and Resources Centre
- ¹⁴ DSS (2014), *Statistical Paper No. 12: Income support customers: a statistical overview 2013*
- ¹⁵ ABS (2016), *Gender Indicators, Australia, Aug 2016*, cat. no. 4125.0, viewed 18 August 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>
- ¹⁶ WGEA (2016), *WGEA Data Explorer*, data.wgea.gov.au
- ¹⁷ WGEA (2016), *Australia's gender equality scorecard*, https://www.wgea.gov.au/sites/default/files/80653_2015-16-gender-equality-scorecard.pdf
- ¹⁸ This figure is calculated on organisations that have the relevant management level in their organisational structure.
- ¹⁹ Australian Institute of Company Directors Statistics (2017), as at 31 January 2017, viewed 23 February 2017, <http://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>