Gender workplace statistics at a glance

August 2016

Workforce participation

- Women comprise 46.2% of all employees in Australia. As a proportion of all employees, 24.8% are women working full-time and 21.4% are women working part-time.¹
- Women constitute 71.6% of all part-time employees, 36.7% of all full-time employees² and 54.7% of all casual employees.³
- The workforce participation rate⁴ for women is 59.3%, and for men is 70.4%.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are 16.2% 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 19.1%, and for full-time annualised total remuneration is 24.0%.⁸
- The full-time average hourly earnings⁹ for women are 13.9% less than men’s full-time average hourly earnings.¹⁰
- The gender pay gap in ASX 200 organisations is 28.7%.
- Average graduate salaries for women are 9.4% less than for men. When factors such as personal characteristics, occupation, industry and education are accounted for, average graduate salaries for women are 4.4% less than for men.¹¹
- Average superannuation balances for women at retirement are 52.8% less than those for men.¹²
- Of people aged 65 years and older receiving the aged pension, 55.6% are women.¹³

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 15-74 years attained a postgraduate degree than women (5.7%) of the same age bracket.¹⁴

Paid parental leave

- 48.2% of organisations reporting to the Agency provide primary carer’s leave in addition to the Federal Government’s paid parental leave scheme.
- 38.4% of organisations reporting to the Agency provide secondary carer’s leave in addition to the Federal Government’s paid parental leave scheme.¹⁵

Women in leadership

Latest results from the Agency’s dataset show:

- Women hold 14.2% of chair positions, 23.6% of directorships, as well as represent 15.4% of CEOs and 27.4% of key management personnel in Agency reporting organisations.¹⁶
- One-quarter (25.1%)¹⁷ of Agency reporting organisations have no key management personnel who are women.¹⁸

Real time statistics from the AICD¹⁹ reveal:

- 23.4% of directors in the ASX 200 are women in January 2016.
- Women account for 40.0% of new appointments to ASX 200 boards in January 2016.
- 10.0% of ASX 200 companies do not have a woman on their board.²⁰
1 ABS (2016), *Labour Force, Australia, June 2016*, cat. no. 6202.0, viewed 18 August 2016, 
http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/

2 *Ibid*

3 ABS (2015), *Characteristics of Employment Australia, August 2014*, cat. no. 6333.0, viewed 18 August 2016, 

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

5 ABS (2016), *Labour Force, Australia, June 2016*, cat. no. 6202.0, viewed 18 August 2016, 
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 (2016), *Average Weekly Earnings, May 2016*, cat. no. 6302.0, viewed 18 August 2016, 

8 WGEA (2015), *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 (2015), *Employee Earnings and Hours, May 2014*, cat. no. 6306.0, viewed 18 August 2016, 

11 Graduate Careers Australia (2014), *An analysis of the gender wage gap in the Australian graduate labour market, 2013*

12 Clare R. (2015), *Superannuation account balances by age and gender, December 2015*, ASFA Research and Resources Centre


14 ABS (2016), *Gender Indicators, Australia, Feb 2016*, cat. no. 4125.0, viewed 18 August 2016, 

15 WGEA (2016), *WGEA Data Explorer*, data.wgea.gov.au


17 This figure is calculated on organisations that have the relevant management level in their organisational structure.


19 Australian Institute of Company Directors Statistics (2016), as at 30 June 2016, viewed 18 August 2016, 

20 These results are consistent with research conducted on the ASX 200 organisations identified within the Agency’s own dataset, which similarly revealed that approximately 10% of boards do not have women. For more information, refer to the Gender equality in ASX 200 organisations report at: https://www.wgea.gov.au/sites/default/files/gender-equality-asx-200.pdf