

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, <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 (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, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

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, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>

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

¹³ DSS (2014), *Statistical Paper No. 12: Income support customers: a statistical overview 2013*

¹⁴ ABS (2016), *Gender Indicators, Australia, Feb 2016*, cat. no. 4125.0, viewed 18 August 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

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

¹⁶ WGEA (2015), *Australia's gender equality scorecard*, https://www.wgea.gov.au/sites/default/files/2014-15-WGEA_SCORECARD.pdf

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

¹⁸ WGEA (2015), *Australia's gender equality scorecard*, https://www.wgea.gov.au/sites/default/files/2014-15-WGEA_SCORECARD.pdf

¹⁹ Australian Institute of Company Directors Statistics (2016), as at 30 June 2016, viewed 18 August 2016, <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>

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>