Gender workplace statistics at a glance

August 2018

Workforce Participation

- Women comprise 47.0% of all employed persons in Australia; 25.0% of all employed persons are women working full-time, and 21.9% are women working part-time.¹
- Women constitute 36.7% of all full-time employees and 69.0% of all part-time employees.²
- The workforce participation rate³ is 60.4% for women and 70.9% for men.⁴
- The workforce participation rate among those aged 15–64 years is 73.2% for women and 82.8% for men.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are 14.6% 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 17.3%, and 22.4% for full-time annualised total remuneration.⁸
- The adult full-time average hourly earnings⁹ for non-managerial women are 11.1% less than for non-managerial men.¹⁰
- The average undergraduate starting salaries for women are 1.8% less than for men. This gap widens to 16.5% for postgraduate (coursework) graduates.¹¹
- Average superannuation balances for women at retirement (aged 60–64) are 42.0% lower than those for men.¹²
- 55.0% of people aged 65 years or more and receiving the aged pension are women.¹³

Educational Attainment

- Of all women aged 20–24, 91.6% have attained year 12 qualifications or above, compared to 88.7% of men in the same age bracket. Of all women aged 25–29, 39.9% have achieved a bachelor degree or above, compared to 30.9% of similarly-aged men.¹⁴
- Among people aged 15–64 years, a slightly higher proportion of women (5.9%) attained a postgraduate degree than men (5.8%).¹⁵

Paid parental leave

Of all organisations in the Agency’s 2016–17 dataset:
- 45.9% provide primary carer’s leave in addition to the Federal Government’s paid parental leave scheme.
- 39.3% provide secondary carer’s leave in addition to the Federal Government’s paid parental leave scheme.¹⁶

Women in leadership

Latest results from the Agency’s 2016–17 dataset show:
- Women hold 13.7% of chair positions and 24.9% of directorships, and represent 16.5% of CEOs and 29.7% of key management personnel.¹⁷
- Nearly three-quarters (70.9%)¹⁸ of reporting organisations have a male-only team of key management personnel.

Real-time statistics from the AICD¹⁹ reveal:
- 28.2% of directors in the ASX 200 are women (July 2018).
- Women comprised 50% of new appointments to ASX 200 boards in 2018 (as at 31 July).
Footnotes

1. Part-time refers to all employed persons who usually worked less than 35 hours a week and either did so during the reference week or did not work that week.
2. ibid.
3. Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards
4. ibid.
5. 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. WGEA (2018), WGEA Data Explorer, <data.wgea.gov.au>
8. 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>
11. Clare R. (2017), Superannuation account balances by age and gender, December 2017, ASFA Research and Resources Centre
14. ibid.
15. WGEA (2018), WGEA Data Explorer, <data.wgea.gov.au>
16. ibid.
17. This figure is calculated on organisations that have the relevant management level in their organisational structure.