

# Gender workplace statistics at a glance

February 2018

## Workforce participation

- Women comprise **46.9%** of all employed persons in Australia. As a proportion of all employees, **25.1%** are women working full-time and **21.8%** are women working part-time.<sup>1</sup>
- Women constitute **68.6%** of all part-time employees, **36.8%** of all full-time employees<sup>2</sup> and **52.6%** of all casual employees.<sup>3</sup>
- The workforce participation rate<sup>4</sup> for women is **60.5%**, and for men is **70.9%**.<sup>5</sup>
- The workforce participation rate for 15-64 year olds for women is **73.2%** and for men is **82.9%**.<sup>6</sup>

## Economic security

- The full-time average weekly ordinary earnings<sup>7</sup> for women are **15.3%** less than for men.<sup>8</sup>
- Among non-public sector organisations with 100 or more employees, the gender pay gap for full-time annualised base salary is **17.3%**, and for full-time annualised total remuneration is **22.4%**.<sup>9</sup>
- The adult full-time average hourly earnings<sup>10</sup> for non-managerial women are **11.1%** less than men's full-time average hourly earnings.<sup>11</sup>
- The average undergraduate starting salaries for women are **1.8%** less than for men. This increases to **16.5%** for postgraduate (coursework) graduates.<sup>12</sup>
- Average superannuation balances for women at retirement (age 60-64) are **42.0%** less than those for men.<sup>13</sup>
- Of people aged 65 years and older receiving the aged pension, **55.6%** are women.<sup>14</sup>

## 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 men of the same age bracket.<sup>15</sup>
- A slightly higher proportion of women (**5.9%**) aged 15-64 years attained a postgraduate degree than men (**5.8%**) of the same age bracket.<sup>16</sup>

## Paid parental leave

- **45.9%** of organisations reporting to the Agency provide primary carer's leave in addition to the Federal Government's paid parental leave scheme.
- **39.3%** of organisations reporting to the Agency provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme.<sup>17</sup>

## Women in leadership

Latest results from the Agency's dataset show:

- Women hold **13.7%** of chair positions, **24.9%** of directorships, as well as represent **16.5%** of CEOs and **29.7%** of key management personnel in Agency reporting organisations.<sup>18</sup>
- Over one-quarter (**29.1%**)<sup>19</sup> of Agency reporting organisations have no key management personnel who are women.

Real time statistics from the AICD<sup>20</sup> reveal:

- **26.2%** of directors in the ASX 200 are women in January 2018.
- Women account for **25.0%** of new appointments to ASX 200 boards in January 2018.

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<sup>1</sup> ABS (2018), *Labour Force, Australia, Detailed, January 2018*, cat. no. 6291.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.001>

<sup>2</sup> Ibid

<sup>3</sup> ABS (2018), *Characteristics of Employment Australia, August 2016*, cat. no. 6333.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6333.0>

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

<sup>5</sup> ABS (2018), *Labour Force, Australia, January 2018*, cat. no. 6202.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

<sup>6</sup> Ibid

<sup>7</sup> 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>

<sup>8</sup> ABS (2018), *Average Weekly Earnings, Nov 2017*, cat. no. 6302.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

<sup>9</sup> WGEA (2017), *WGEA Data Explorer*, [data.wgea.gov.au](http://data.wgea.gov.au)

<sup>10</sup> 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>

<sup>11</sup> 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>

<sup>12</sup> Quality Indicators for Learning and Teaching (QILT) (2017), Graduate Outcome Survey National Report, Accessed 8 February 2018, [https://www.qilt.edu.au/docs/default-source/gos-reports/2017/2017\\_gos\\_national\\_report\\_final\\_accessiblea45d8791b1e86477b58fff00006709da.pdf?sfvrsn=ceb5e33c\\_4](https://www.qilt.edu.au/docs/default-source/gos-reports/2017/2017_gos_national_report_final_accessiblea45d8791b1e86477b58fff00006709da.pdf?sfvrsn=ceb5e33c_4)

<sup>13</sup> Clare R. (2017), *Superannuation account balances by age and gender, December 2017*, ASFA Research and Resources Centre

<sup>14</sup> DSS (2014), *Statistical Paper No. 12: Income support customers: a statistical overview 2013*

<sup>15</sup> ABS (2018), Gender Indicators, Australia, Sep 2017, cat. No. 4125.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

<sup>16</sup> ABS (2018), Gender Indicators, Australia, Sep 2017, cat. No. 4125.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

<sup>17</sup> WGEA (2017), *WGEA Data Explorer*, [data.wgea.gov.au](http://data.wgea.gov.au)

<sup>18</sup> WGEA (2017), *WGEA Data Explorer*, [data.wgea.gov.au](http://data.wgea.gov.au)

<sup>19</sup> This figure is calculated on organisations that have the relevant management level in their organisational structure.

<sup>20</sup> Australian Institute of Company Directors Statistics (2018), as at 31 January 2018, viewed 22 February 2018, <http://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>