Gender workplace statistics at a glance

**Workforce participation**
- Women comprise 45.7% of all employees. Of all women in the workforce, 54.0% work full-time and 46.0% work part-time. As a proportion of all employees, 24.7% are women working full-time and 21.0% are women working part-time.  
- Women constitute 69.1% of all part-time employees, 35.5% of all full-time employees and 54.8% of all casual employees.  
- The labour force participation rate for women is 58.6%, and for men is 71.1%.

**Economic security**
- On average, annualised full-time earnings for women are 17.1% less than those for men.  
- Average graduate salaries for women are 90.9% of average graduate salaries for men.  
- Average superannuation balances for women are 45.7% less than those for men.  
- Of people aged 65 years and older receiving the aged pension, 55.7% are women.

**Educational attainment**
- Of all women aged 20-24, 87.8% have attained year 12 qualifications or above, compared to 84.1% of men in the same age bracket.  
- Of all women aged 25-29, 39.2% have achieved a bachelor degree or above, compared to 31.8% of men of the same age.  
- Of all women aged 15-64, 5.1% have attained a postgraduate degree, compared to 4.9% of men in the same age bracket.

**Paid parental leave**
- 48.1% of organisations reporting to the Agency provide primary carer’s leave in addition to the Federal Government’s paid parental leave scheme.  
- 35.0% of organisations reporting to the Agency provide secondary carer’s leave in addition to the Federal Government’s paid parental leave scheme.

**Women in leadership**
- The 2012 Australian Census of Women in Leadership identified:  
  - Women held 3.0% of chair positions in the ASX 200, and 2.6% in the ASX 500.  
  - Women represented 3.5% of CEOs in the ASX 200, and 2.4% in the ASX 500.  
  - Women accounted for 9.2% of directors in the ASX 500.  
- Real time statistics from the AICD reveal:  
  - 18.1% of directors in the ASX 200 are women as of April 2014.  
  - 20 women have been appointed to ASX 200 boards as of April 2014.  
  - Women accounted for 29.0% of new appointments to ASX 200 boards as of April 2014.  
  - 20.0% of ASX 200 companies do not have a woman on their board.  
  - Women held 38.4% of Government board appointments as of 30 June 2012.

2 Ibid


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


8 Clare R. (2014), *An update on the level and distribution of retirement savings, March 2014*, ASFA Research and Resources Centre

9 DSS (2014), *Statistical Paper No. 11: Income support customers: a statistical overview 2012*


11 Ibid


13 Workplace Gender Equality Agency (2013), Workplace Gender Equality Agency annual survey results, paid parental leave. Includes ‘don’t know’ responses.
