

May 2014

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.¹
- Women constitute **69.1%** of all part-time employees, **35.5%** of all full-time employees² and **54.8%** of all casual employees.³
- The labour force participation rate⁴ for women is **58.6%**, and for men is **71.1%**.⁵

Economic security

- On average, annualised full-time earnings for women are **17.1%** less than those for men.⁶
- Average graduate salaries for women are **90.9%** of average graduate salaries for men.⁷
- Average superannuation balances for women are **45.7%** less than those for men.⁸
- Of people aged 65 years and older receiving the aged pension, **55.7%** are women.⁹

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.¹⁰
- 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.¹¹
- Of all women aged 15-64, **5.1%** have attained a postgraduate degree, compared to **4.9%** of men in the same age bracket.¹²

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.¹³

Women in leadership

- The 2012 Australian Census of Women in Leadership¹⁴ 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 AICD¹⁵ 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.

¹ ABS (2014), *Labour force, Australia, Apr 2014*, cat. no. 6202.0, viewed 8 May 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

² Ibid

³ ABS (2014), *Forms of Employment, Australia, November 2013*, cat. no. 6359.0, viewed 8 May 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6359.0>

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

⁵ ABS (2014), *Labour force, Australia, Apr 2014*, cat. no. 6202.0, viewed 8 May 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

⁶ ABS (2014), *Average Weekly Earnings, Dec 2013*, cat. no. 6302.0, viewed 8 May, 2014 <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

⁷ Graduate Careers Australia (2012), *GradStats*, viewed 8 May 2014, <http://www.graduatecareers.com.au/research/researchreports/gradstats/>

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*

¹⁰ ABS (2013), *Gender Indicators, Australia, Feb 2014*, cat. no. 4125.0, viewed 8 May 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4125.0>

¹¹ Ibid

¹² ABS (2013), *Education and Work, Australia, May 2013*, cat. no. 6227.0, viewed 8 May 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6227.0>

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

¹⁴ Workplace Gender Equality Agency (2012), *2012 Australian Census of Women in Leadership*, available at <http://www.wgea.gov.au/lead/australian-census-women-leadership>

¹⁵ All data in this section from: Australian Institute of Company Directors Statistics, as at 30 April 2014, viewed 8 May 2014, <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>