Women make up over 50% of the workforce, but less than 20% of CEOs
- For the first time in the WGEA dataset, women comprised more than 41% – or 2 in 5 – of all managers (up from 36% in 2013).
- Women account for less than 1 in 5 CEOs or board chairs, and 1 in 3 board members.

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Gender pay gap continues to fall, but women still earned $25.8K less, on average, than men
- Small drop in the total remuneration GPG for all employees, down 0.5pp.

Employers reducing the retirement income gap for parents
- 4 in 5 employers offering paid parental leave also pay superannuation contributions for parents while on paid leave.
- 7% pay superannuation during both employer-funded and government-funded leave.

Over 85% of Australian employers still pay men more than women on average
- Women were earning, on average, about 77% of men’s earnings last year.

3 in 5 employers now offering paid parental leave
- Primary carer’s leave is becoming increasingly available to both men and women, but only 12% of those who took it last year were men.

Sharp rise in availability of paid domestic violence leave in the pandemic
- Over half (51%) of employers offer paid domestic violence leave (compared to 12% in 2015–16). In five years, the availability of paid DV leave has increased four-fold.

Feminised industries lagging on action despite persistent gender pay gaps in favour of men
- Pay gaps continue for Health Care and Social Assistance (14.4%) and Education and Training (10.5%) industries, but they are least likely to undertake gender pay gap audits (less than 30%) or then take action (less than 40%).

The majority of boards are still dominated by men
- 74% of Boards have over 60% men
- 22% of Boards comprise only men