

Gender workplace statistics at a glance

18 August 2022



Workforce Participation

- Women make up 47.7% of the workforce in Australia.¹
- Women make up **38.6%** of all full-time employees and **68.3%** of all part-time employees.²
- the workforce participation rate^{**} is 62.2% for women³ and 70.8% for men.⁴

***The workforce participation rate relates to active population, all people aged 15 years and over who are working or looking for work (i.e. employed or unemployed).*

Paid parental leave

Of all organisations in the Agency's 2020 -21 dataset:

- 60% provide primary carer's leave in addition to the Federal Government's paid parental leave scheme.¹⁷
- 50.2% provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme.¹⁸
- 4 in 5 employers offering paid parental leave also pay superannuation contributions for parents while on paid leave.¹⁹
- 12% of primary parental leave was taken by men.²⁰
- Within managers, men account for 20% of all primary carer's leave taken.²¹



Women in leadership



Latest results from the Agency's 2020-21 dataset show:

- Women hold 18.2% of chair positions and 33.4% board members positions,²² represent 19.4% of CEOs and 34.5% of key management personnel.²³
- 22.3% of boards and governing bodies have no female directors. By contrast, only 0.6% had no male directors²⁴

Statistics from the Australian Institute of Company Directors reveal:

- 34.2% of directors in the ASX 200 are women, as of 30 November 2021.²⁵
- Women comprised 41.8% of new appointments to ASX 200 boards as of 30 November 2021.²⁶

Economic security



- Women earn 14.1% less than men, based on full-time average weekly ordinary earnings⁵ in the public and private sectors.⁶ This has increased by 0.3% since November 2021.
- This represents an average national income gap of \$263.90 between the full-time weekly ordinary earnings of women and men.⁷
- The gender pay gap for men and women in non-public sector organisations with 100 or more employees, is 22.8%, based on total remuneration.⁸
- The gender pay gap for adult average hourly ordinary time cash earnings⁹ for non-managerial employees who work full-time is 8.8% in favour of men and it is 11.1% for all non-managerial employees.¹⁰
- The median undergraduate starting salary for women is 3.9% less than for men. This gap widens to 14.1% for postgraduate (coursework) graduates.¹¹
- Median superannuation balances for women at retirement (aged 60-64) were 23.4% less than those for men in 2018-19.¹²
- 55.3% of people receiving the aged pension are women.¹³

Educational Attainment



- Of all women aged 20-24, 92.5% have attained year 12 qualifications or above, compared to 87.5% of men in the same age bracket 14 Of all women aged 25-29, 48.3% have achieved a bachelor's degree or above, compared to 36.1% of similarly aged men.¹⁴
- 48.3% of women aged 25 – 29 have achieved a bachelor's degree or above, compared to 36.1% of similarly-aged men.¹⁵
- Women represent 59.5% of domestic students enrolled in universities or other educational institutions in Australia. This has risen from 58.0% in 2016¹⁶

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. Australian Bureau of Statistics (2022), Labour Force, Australia, July 2022, cat. no. 6302.0, Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original, viewed 18 August 2022, <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/jul-2022#data-downloads>
 - 2 Ibid.
 - 3 Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards.
 - 4 Labour Force, Australia, July 2022, cat. no. 6302.0, Table 1. Labour force status by Sex, Australia - Trend, seasonally adjusted, viewed 18 August 2022, <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/jul-2022#data-downloads>
 - 5 Ordinary time earnings used comprise regular wages and salaries in cash, excluding amounts salary sacrificed. For more information refer to: <https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/latest-release>
 - 6 Australian Bureau of Statistics (2022), Average Weekly Earnings, July 2022, cat. no. 6302.0, viewed 18 August 2022, <https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/latest-release>
 - 7 Ibid.
 - 8 Workplace Gender Equality Agency (2021), WGEA Data Explorer, Gender pay gaps (average), viewed 18 July 2022, https://data.wgea.gov.au/industries/1#pay_equality_content.
 - 9 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 <https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/employee-earnings-and-hours-australia/latest-release>
 - 10 Australian Bureau of Statistics (2022), Employee Earnings and Hours, May 2021, cat. no. 6306.0, Data cube 4, Table 1 non-managerial employees, Number of employees, Average weekly total cash earnings, Average weekly total hours paid for, Average hourly total cash earnings–Rate of pay, Employment status by Sex., viewed 18 July 2022, <https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/employee-earnings-and-hours-australia/may-2021>
 - 11 Quality Indicators for Learning and Teaching (QILT) (2021), Graduate Outcome Survey National, Table 4 Median salaries by gender and level of study, 2009-20211 (\$), viewed 19 July 2022, page 8 https://www.qilt.edu.au/docs/default-source/default-document-library/2021-gos-national-report.pdf?sfvrsn=290c8289_0
 - 12 Figure calculated using data from Australian Taxation Office (ATO) (2021), Taxation Statistics 2018-19: Snapshot Table 5: Chart 12: Median super account balance by age and sex, 2018-19 financial year, viewed 19 July 2022, <https://data.gov.au/data/dataset/taxation-statistics-2018-19/resource/2a3f33da-0165-48aa-9716-f68ba4ad24ad>
 - 13 DSS Demographics March 2022 excel file viewed 19 July 2022 (Payment extraction date was on 25-March 2022), <https://data.gov.au/dataset/ds-dga-cff2ae8a-55e4-47db-a66d-e177fe0ac6a0/details?q=Dss%20payment>
 - 14 Australian Bureau of Statistics (2020), Gender Indicators, Australia, Nov 2019, 'Table 4.1: Attainment of Year 12 or a formal qualification of Certificate II or above by age, 2007 to 2017', data cube: Excel spreadsheet, cat. No. 4125.0, viewed 18 July 2022, <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4125.0Nov%202019?OpenDocument>.
 - 15 Australian Bureau of Statistics (2020), Gender Indicators, Australia, December 2020, 'Table 4.5: Attainment of a Bachelor Degree or above by age, 2007 to 2017', data cube: Excel spreadsheet, cat. No. 4125.0, viewed 18 July 2022, <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4125.0Nov%202019?OpenDocument>
 - 16 Australian Government Department of Education and Training (2020), Student Enrolments Pivot Table [xlsx file], viewed 18 July 2022, <https://www.dese.gov.au/higher-education-statistics/resources/student-enrolments-pivot-table>
 - 17 Workplace Gender Equality Agency (2022), WGEA Data Explorer, Support for carers & paid parental leave, viewed 18 July 2022, https://data.wgea.gov.au/industries/1#carers_content
 - 18 Ibid.
 - 19 Workplace Gender Equality Agency (2022), Australia's Gender Equality Scorecard 2020-21, viewed 18 July 2022, <https://www.wgea.gov.au/publications/australias-gender-equality-scorecard>
 - 20 Ibid.
 - 21 Ibid.
 - 22 Workplace Gender Equality Agency (2022), WGEA Data Explorer, Governing bodies, viewed 18 July 2022, https://data.wgea.gov.au/industries/1#governing_bodies_content
 - 23 Workplace Gender Equality Agency (2022), WGEA Data Explorer, Workforce composition, viewed 18 July 2022, https://data.wgea.gov.au/industries/1#gender_comp_content
 - 24 Workplace Gender Equality Agency (2022), Australia's Gender Equality Scorecard 2020-21, viewed 18 July 2022, <https://www.wgea.gov.au/publications/australias-gender-equality-scorecard>
 - 25 Australian Institute of Company Directors Statistics (2022), as at 30 November 2021, viewed 18 July 2022, <https://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>
 - 26 Australian Institute of Company Directors Statistics (2022), as at 30 November 2021, viewed 18 July 2022, <https://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>
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