



Gender workplace statistics at a glance

February 2019

Workforce Participation

- Women comprise 46.9% of all employed persons in Australia; 25.4% of all employed persons are women working full-time, and 21.6% are women working part-time.¹
- Women constitute 37.0% of all full-time employees and 68.5% of all part-time employees.²
- The workforce participation rate³ is 60.6% for women and 71.0% for men.⁴
- The workforce participation rate among those aged 15–64 years is 73.5% for women and 82.9% for men.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are 14.1% less than for men.⁷
- Among non-public sector organisations with 100 or more employees, the gender pay gap for full-time annualised base salary is 16.2%, and 21.3% for full-time annualised total remuneration.⁸
- The adult full-time average hourly ordinary time cash earnings⁹ for non-managerial women are 11.4% less than for non-managerial men.¹⁰
- The median undergraduate starting salaries for women are 4.8% less than for men. This gap widens 14.6% for postgraduate (coursework) graduates.¹¹
- Average superannuation balances for women at retirement (aged 60–64) are 42.0% lower than those for men.¹²
- 55.0% of people aged 65 years or more and receiving the aged pension are women.¹³

Educational Attainment

- Of all women aged 20–24, 89.9% have attained year 12 qualifications or above, compared to 84.4% of men in the same age bracket. Of all women aged 25–29, 44.7% have achieved a bachelor degree or above, compared to 32.1% of similarly-aged men.¹⁴
- Among people aged 15–64 years, a slightly higher proportion of women (6.5%) attained a postgraduate degree than men (6.4%).¹⁵

Paid parental leave

Of all organisations in the Agency's 2017–18 dataset:

- 47.8% provide primary carer's leave in addition to the Federal Government's paid parental leave scheme.
- 41.8% provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme.¹⁶

Women in leadership

Latest results from the Agency's 2017–18 dataset show:

- Women hold 13.7% of chair positions and 25.8% of directorships, and represent 17.1% of CEOs and 30.5% of key management personnel.¹⁷
- 35.2% of boards and governing bodies have no female directors. By contrast, only 0.9% had no male directors.¹⁸

Real-time statistics from the AICD¹⁹ reveal:

- 29.7% of directors in the ASX 200 are women (December 2018).
- Women comprised 45.4% of new appointments to ASX 200 boards in 2018.

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.
ABS (2019), Labour Force, Australia, January 2019, cat. no. 6202.o, viewed 21 February 2019, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.o>>
- 2 Ibid.
- 3 Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards
- 4 ABS (2019), Labour Force, Australia, January 2019, cat. no. 6202.o, viewed 21 February 2019, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.o>>
- 5 Ibid.
- 6 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.o>>
- 7 ABS (2019), Average Weekly Earnings, Nov 2018, cat. no. 6302.o, viewed 21 February 2019, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.o>>
- 8 WGEA (2019), WGEA Data Explorer, <data.wgea.gov.au>
- 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: <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.o>>
- 10 ABS (2019), Employee Earnings and Hours, May 2018, cat. no. 6306.o, viewed 21 February 2019, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.o>>
- 11 Quality Indicators for Learning and Teaching (QILT) (2018), Graduate Outcome Survey National Report, Accessed 21 February 2019, <https://www.qilt.edu.au/docs/default-source/gos-reports/2018-gos/2018-gos-national-report-2018.pdf?sfvrsn=a729e33c_4>
- 12 Clare R. (2017), Superannuation account balances by age and gender, December 2017, ASFA Research and Resources Centre, viewed 21 February 2019, < https://www.superannuation.asn.au/ArticleDocuments/359/1710_Superannuation_account_balances_by_age_and_gender.pdf.aspx>
- 13 DSS Demographics September 2018 excel file viewed 09 August (file was last updated February 07 2019) <<https://data.gov.au/dataset/dss-payment-demographic-data>>
- 14 ABS (2018), Gender Indicators, Australia, Sep 2018, cat. No. 4125.o, viewed 21 February 2019, <<http://abs.gov.au/ausstats/abs@.nsf/mf/4125.o>>
- 15 Ibid.
- 16 WGEA (2019), WGEA Data Explorer, <data.wgea.gov.au>
- 17 Ibid.
- 18 WGEA (2018), Australia's Gender Equality Scorecard 2017-18, viewed 21 February 2019, < https://www.wgea.gov.au/sites/default/files/documents/WGEA_2017-18%20Gender%20Equality%20Scorecard.pdf>
- 19 Australian Institute of Company Directors Statistics (2019), viewed 18 February 2019, <<http://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>>