Gender workplace statistics at a glance

Workforce Participation

- Women comprise 47.0% of all employed persons in Australia, 25.6% of all employed persons are women working full-time, and 21.4% working part-time.¹
- Women constitute 37.3% of all full-time employees and 68.1% of all part-time employees.²
- The workforce participation rate is 61.1% for women³ and 71.3% for men.⁴
- The workforce participation rate among those aged 15–64 years is 74.0% for women and 83.3% for men.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are 14.0% 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 earnings⁹ for non–managerial women are 11.4% less than for non managerial men.¹⁰
- The average undergraduate starting salaries for women are 4.8% less than for men. This gap widens to 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 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.¹⁴ Of all women aged 25–29, 44.7% have achieved a bachelor degree or above, compared to 32.1% of similarly-aged men.¹⁵
- Women represent 58.4% of domestic students enrolled in universities or other institutions. This has risen from 57.6% in 2007.¹⁶

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.¹⁷

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.¹⁸
- 35.2% of boards and governing bodies have no female directors. By contrast, only 0.9% have no male directors.²⁰

Statistics from the AICD²¹ reveal:
- 29.6% of directors in the ASX 200 are women (May 2019).
- 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.

2 Ibid.

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

4 Ibid.

5 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/6302.0>


8 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/6306.0>

9 Ibid.


