Gender workplace statistics at a glance

February 2020

Workforce Participation

- Women comprise 47.4% of all employed persons in Australia, 25.8% of all employed persons are women working full-time, and 21.6% working part-time.¹
- Women constitute 37.7% of all full-time employees and 68.2% of all part-time employees.²
- The workforce participation rate is 61.4% for women³ and 70.9% for men.⁴
- The workforce participation rate among those aged 15-64 years is 74.5% for women and 83.1% for men.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are 13.9% 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 15.5%, and 20.8% 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 median undergraduate starting salaries for women are 4.9% less than for men. This gap widens to 14.4% for postgraduate (coursework) graduates.¹¹
- Median superannuation balances for women at retirement (aged 60–64) are 20.5% lower than those for men.¹²
- 55.1% of people receiving the aged pension are women.¹³

Educational Attainment

- Of all women aged 20–24, 91.1% have attained year 12 qualifications or above, compared to 88.8% of men in the same age bracket.¹⁴ Of all women aged 25–29, 44.5% have achieved a bachelor degree or above, compared to 32.2% of similarly-aged men.¹⁵
- Women represent 58.7% 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 2018-19 dataset:
- 49.4% provide primary carer’s leave in addition to the Federal Government’s paid parental leave scheme regardless of gender.
- 43.8% provide secondary carer’s leave in addition to the Federal Government’s paid parental leave scheme regardless of gender.¹⁷

Women in leadership

Latest results from the Agency’s 2018–19 dataset show:
- Women hold 14.1% of chair positions and 26.8% of directorships, and represent 17.1% of CEOs and 31.5% of key management personnel.¹⁸
- 34.0% of boards and governing bodies have no female directors. By contrast, only 0.9% have no male directors.²⁰

Statistics from the AICD²¹ reveal:
- 30.7% of directors in the ASX 200 are women (February 2020).
- Women comprised 39.7% of new appointments to ASX 200 boards in 2019.
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 (2020), *Labour Force, Australia, Jan 2020*, cat. no. 6202.0, viewed 20 February 2020, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

2 Ibid.


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.


