



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%¹⁸ of directorships, and represent 17.1% of CEOs and 31.5% of key management personnel.¹⁹
- 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.
- 3 Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards
- 4 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/>>
- 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/6302.0>>
- 7 Australian Bureau of Statistics (2019), *Average Weekly Earnings, Nov 2019, cat. no. 6302.0*, viewed 20 February 2020, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>>
- 8 Workplace Gender Equality Agency (2020), *WGEA Data Explorer, Gender pay gaps (average)*, viewed 20 February 2020, <https://data.wgea.gov.au/industries/1#pay_equity_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: <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>>
- 10 Australian Bureau of Statistics (2019), *Employee Earnings and Hours, May 2018, cat. no. 6306.0*, viewed 20 February 2020, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>>
- 11 Quality Indicators for Learning and Teaching (QILT) (2019), *Graduate Outcome Survey National, Tables, Table 3 and 3a*, accessed 20 February 2020, <https://www.qilt.edu.au/docs/default-source/gos-reports/2019-gos/2019-gos-national-tablesd73b8891b1e86477b58fff00006709da.xlsx?sfvrsn=ccceec3c_16>
- 12 Figure calculated using data from Australian Taxation Office (ATO) (2020), *Taxation Statistics 2016-17: Snapshot Table 5: Chart 12: Median super account balance by age and sex, 2016-17 financial year*, viewed 24 January 2020, <<https://data.gov.au/data/dataset/540e3eac-f2df-48d1-9bc0-fbe8dfec641f/resource/25ee6b65-ef8a-481a-a352-76eda97dcd06/download/ts17snapshot05indexofchartdata.xlsx>>
- 13 DSS Demographics September 2019 excel file viewed 19 February 2020 (file was last updated 21 January 2020) <<https://data.gov.au/dataset/dss-payment-demographic-data>>
- 14 Australian Bureau of Statistics (2019), *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 19 February 2020, <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4125.0Nov%202019?OpenDocument>>
- 15 Australian Bureau of Statistics (2019), *Gender Indicators, Australia, Nov 2019*, 'Table 4.5: Attainment of a Bachelor Degree or above by age, 2007 to 2017', data cube: Excel spreadsheet, cat. No. 4125.0, viewed 19 February 2020, <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4125.0Nov%202019?OpenDocument>>
- 16 Australian Government Department of Education and Training (2020), viewed 19 February 2020 <<http://highereducationstatistics.education.gov.au/>>. This dataset noted that students who did not want their gender recorded as male or female were counted as female (see Australian Government Department of Education and Training (2020), Notes on the data), viewed 19 February 2020 <<http://highereducationstatistics.education.gov.au/DataNotes.aspx>>
- 17 Workplace Gender Equality Agency (2020), *WGEA Data Explorer, Support for carers & paid parental leave*, viewed 19 February 2020, <https://data.wgea.gov.au/industries/1#carers_content>
- 18 Workplace Gender Equality Agency (2020), *WGEA Data Explorer, Governing bodies*, viewed 19 February 2020, <https://data.wgea.gov.au/industries/1#governing_bodies_content>
- 19 Workplace Gender Equality Agency (2020), *WGEA Data Explorer, Workforce composition*, viewed 19 February 2020, <https://data.wgea.gov.au/industries/1#gender_comp_content>
- 20 Workplace Gender Equality Agency (2019), *Australia's Gender Equality Scorecard 2018-19*, viewed 19 February 2020, <<https://www.wgea.gov.au/sites/default/files/documents/2018-19-Gender-Equality-Scorecard.pdf>>
- 21 Australian Institute of Company Directors Statistics (2020), as at 19 February 2020, viewed 19 February 2020, <<http://aicd.companydirectors.com.au/advocacy/board-diversity/we-have-reached-a-milestone-for-female-directors>>