



Gender workplace statistics at a glance

August 2019

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%¹⁸ of directorships, and represent 17.1% of CEOs and 30.5% of key management personnel.¹⁹
- 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.
- Australian Bureau of Statistics (2018), *Labour Force, Australia, July 2018, cat. no. 6202.0*, viewed 16 August 2018, <<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 (2018), *Labour Force, Australia, July 2018, cat. no. 6202.0*, viewed 16 August 2018, <<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 (2018), *Average Weekly Earnings, Nov 2017, May 2018, cat. no. 6302.0*, viewed 16 August 2018, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>>
- 8 Workplace Gender Equality Agency (2018), *WGEA Data Explorer, Gender pay gaps (average)*, viewed 14 August 2019, <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: <<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 21 February 2019, <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>>
- 11 Quality Indicators for Learning and Teaching (QILT) (2018), *Graduate Outcome Survey National Report*, accessed 15 August 2019, <https://www.qilt.edu.au/docs/default-source/gos-reports/2018-gos/2018-gos-national-report-2018.pdf?sfvrsn=a729e33c_4>
- 12 Workplace Gender Equality Agency (2018), *Superannuation & gender pay gaps by age group*, viewed 14 August 2019, <<https://www.wgea.gov.au/data/fact-sheets/superannuation-gender-pay-gaps-by-age-group>>
- 13 DSS Demographics December 2018 excel file viewed 15 August 2019 (file was last updated December 31 2018) <<https://data.gov.au/dataset/dss-payment-demographic-data>>
- 14 Australian Bureau of Statistics (2018), *Gender Indicators, Australia, Sep 2018*, '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 14 August 2019, <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4125.0Sep%202018?OpenDocument>>
- 15 Australian Bureau of Statistics (2018), *Gender Indicators, Australia, Sep 2018*, 'Table 4.5: Attainment of a Bachelor Degree or above by age, 2007 to 2017', data cube: Excel spreadsheet, cat. No. 4125.0, viewed 14 August 2019, <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4125.0Sep%202018?OpenDocument>>
- 16 Workplace Gender Equality Agency (2018), *Higher education enrolments and graduate labour market statistics*, viewed 14 August 2019, <<https://www.wgea.gov.au/data/fact-sheets/higher-education-enrolments-and-graduate-labour-market-statistics>>
- 17 Workplace Gender Equality Agency (2018), *WGEA Data Explorer, Support for carers & paid parental leave*, viewed 14 August 2019, <https://data.wgea.gov.au/industries/1#carers_content>
- 18 Workplace Gender Equality Agency (2018), *WGEA Data Explorer, Governing bodies*, viewed 14 August 2019, <https://data.wgea.gov.au/industries/1#governing_bodies_content>
- 19 Workplace Gender Equality Agency (2018), *WGEA Data Explorer, Workforce composition*, viewed 14 August 2019, <https://data.wgea.gov.au/industries/1#gender_comp_content>
- 20 Workplace Gender Equality Agency (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>
- 21 Australian Institute of Company Directors Statistics (2019), as at 31 May 2019, viewed 15 August 2019, <<http://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>>